Car Cleaners
Bulletin

BROTHERHOOD OF SLEEPING CAR PORTERS
217 West 125th Street
New York 27, N.Y.

TO THE BUFFALO SHOP WORKERS

FEBRUARY 20, 1948

Dear Co-workers:

The fight for representation now moves in its final stages. It is our hope you will make the BROTHERHOOD OF SLEEPING CAR PORTERS your choice and sign an Authorization Card for us. We are in the best position to give you the kind of representation that will serve your needs. Hear A. PHILIP RANDOLPH, International President of the BROTHERHOOD OF SLEEPING CAR PORTERS, WEDNESDAY, MARCH 3rd at 8:30 p.m. at 211 Hickory Street, telling you reasons for this request.

The Pullman Car Employees Association of the Repair Shops is a company-dominated organization, pure and simple. It lacks knowledge, experience, power and confidence of the workers everywhere and cannot truly serve your needs. Remember, the workers of this nation will soon be face to face with another depression. The security on your job will depend on the power you build to protect that security. You can't expect management to give you representation while all other workers pay the price for independent, strong, loyal and devoted leadership. This is your opportunity to secure what the majority of railroad workers presently have, namely, a legitimate bonifide trade-union. Remember, you cannot stop the sweat-shop, speed-up, and enslaved policies the company will put upon you in order that they might save money without a strong organization.

I am, therefore, calling upon you to sign an Authorization Card giving the BROTHERHOOD OF SLEEPING CAR PORTERS, the opportunity of serving your interest and giving you that full measure of support that you are entitled to through strong representation.

Don't be fooled by the Brotherhood of Railway Carmen that still maintain a color bar in their constitution, thereby dividing the workers on the bases of color, weakening the affective instrument that you are attempting to build. The BROTHERHOOD is one organization for whites and blacks alike. When you join our forces, you join a fighting, progressive organization that knows how to protect your interest and will do everything necessary to advance the cause for which you struggle.

Sign your Card and return it to our Local Organizer, Brother McClellan Haley, and attend a special meeting, WEDNESDAY, MARCH 3, at 8:30 p.m. at our Headquarters. Bring a co-worker.

Looking forward to seeing you and giving other facts as they are in other Shops around the country. I am,

Fraternally yours,

B. F. McLaurin
B. F. McLaurin
International Field Organizer

BFMcL:msw
Enclosures

NATIONAL MEDIATION BOARD
WASHINGTON (25)

February 8, 1949

Mr. E. E. Lacy, Supv. of Ind. Relations
Pullman Company
[illegible] Drive
Chicago [illegible], Ill.

Mr. John C. Bugan, Nat'l. Pres.
Pullman Clerks' Association
[illegible] Room [illegible]-Merchandise Mart
Chicago, Ill.

Mr. Francis A. Gallo, Nat'l. Secy-Treas.
Pullman Clerks' Association
9th Floor, Room [illegible]-Merchandise Mart
Chicago, Ill.

Mr. A. Philip Randolph, Int'l. Pres.
Int'l. Brotherhood of Sleeping Car Porters
217 W. 125th St.
New York 27, N. Y.

Gentlemen:

We have an application from the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employes, for investigation of a representation dispute under the provisions of Section 2, Ninth, of the Railway Labor Act, involving the following employees of the Pullman Company:

Clerical, office, station and storehouse employes

Mr. Lacy is requested to please furnish the number of employees as covered by the above application. We shall also appreciate receiving any other information he may care to give respecting this matter.

Records of the Board show that a considerable portion of the employees in the craft or class are now represented by the Pullman Clerks' Association. Accordingly, Mr. Bugan is requested to state the position of his organization with respect to the above application. A copy of this letter is also being forwarded to Mr. Francis A. Gallo in response to his letter to the Board of January 21, 1949, alleging that certain recent actions of Mr. Bugan have not been authorized by the Association. Mr. [illegible] is also invited to state his position with respect to this matter.

Records of the Board also show that [illegible] [illegible] employees, as referred to in the Board's certification of [illegible] [illegible], [illegible], Case R-[illegible], are now represented by the International Brotherhood of Sleeping Car Porters. It is the contention of the Brotherhood of Railway and Steamship Clerks that such employees are a part of the craft or class of clerical, office, station and storehouse employees and are covered by the above certification. Mr. Randolph is, therefore, requested to state the position of his organization respecting this matter.

Very truly yours,

Robert F. Cole
Secretary

cc: Geo. M. Harrison

PLEASE MAKE SUBMISSION AND REPLIES
TO CORRESPONDENCE IN DUPLICATE.

February 10, 1948

Mr. Robert F. Cole, Secretary
National Mediation Board
Washington 25, D. C.

Dear Sir:

This will acknowledge receipt of your letter of February 9th informing me that the National Mediation Board is in receipt of an application from the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employes, for the investigation of a representation dispute, under the provisions of Section 2, Ninth, of the Railway Labor Act, involving the following employees of the Pullman Company:

Clerical, office, station and storehouse employes.

Now, the Brotherhood of Sleeping Car Porters is the duly authorized representative of non-clerical storeroom employees of the Pullman Company, having been certified by the National Mediation Board. The Brotherhood of Sleeping Car Porters has also signed a contract with the Pullman Company for the non-clerical storeroom employees, as of September 22, 1947, with Mr. H. R. Lary, Supervisor of Industrial Relations, signatory for the Pullman Company.

I note that your letter states:

"We have an application from the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employes, for investigation of a representation dispute under the provisions of the Railway Labor Act, involving the following employees of the Pullman Company:

Clerical, office station and storehouse employees."

This is not the correct designation of the class of employees which the Brotherhood of Sleeping Car Porters has been certified as the representative and for which the Brotherhood of Sleeping Car Porters has signed an agreement with the Pullman Company. The category of employees which the Brotherhood of Sleeping Car Porters represents does not include the words office or station. Therefore, to include employees who are engaged in the office or station to participate in an election, the outcome of which is to decide whether the Brotherhood of Sleeping Car Porters or the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employes, is to represent them, is improper, if not unfair. To add other categories of employees to the group which the Brotherhood of Sleeping Car Porters represents, for whom no effort has been made to bring them into the Brotherhood of Sleeping Car Porters, because we have not considered that they come within the jurisdiction of the Brotherhood of Sleeping Car Porters, is not sound and proper in determining a basic unit of employees for purposes of determining representation in an election.

Therefore, the Brotherhood of Sleeping Car Porters is perfectly willing to participate in an election involving non-clerical storeroom employees, but we certainly would protest against including office or station employees. I assume that by storeclerks the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employes, means storeroom.

I note that in the third paragraph of your letter you state:

"Records of the Board show that a considerable portion of the employees in the craft or class are now represented by the Pullman Clerks' Association."

According to the records of the election involving machinists, blacksmiths, electrical workers, sheet metal workers, carmen and powerhouse employees and shop laborers, no organization known as the Pullman Clerks Association was involved. The only organizations of the Pullman Company that were involved, were the Independent Pullman Workers Federation, represented by A. F. Lomax, National President, and the Pullman Car Employees Association of the Repair Shops, represented by J. J. Kelleher, General Assistant Chairman.

I, therefore, hold that if an election to determine the representation of the non-clerical storeroom employees is held, no employee should participate in said election save the employees the representation of whom the Brotherhood of Sleeping Car Porters was certified by the National Mediation Board and now represents with the Pullman Company through a signed agreement.

Very truly yours,

A. Philip Randolph
International President

APR:[illegible]

non-clerical Storeroom employees

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3456-58 South State Street, 5th Floor
Chicago, Illinois

BENNIE SMITH
2nd International Vice-President
4308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS
Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated With the A. F. of L.

217 WEST 125th STREET
(Room 301)
NEW YORK 27, N. Y.
MO 2-5080-1
Nights, Sundays and Holidays
UNiversity 4-8262

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

February 11, 1949

TO THE INTERNATIONAL OFFICERS OF THE
BROTHERHOOD OF SLEEPING CAR PORTERS

Dear Sir and Brother:

Find enclosed copies of letters that are self-explanatory. It is apparent the Brotherhood of Railway Clerks is planning to start a representation election among the non-clerical storeroom employees. It also seems to be apparent that some collusion is going on between the Brotherhood Railway Clerks and the National Mediation Board which will broaden the size of the representation unit of the non-clerical storeroom employees to include the employees of the Pullman Company in the office and also the so-called station employees.

Since, no doubt the employees in the office and station are white, it will be easy for the Brotherhood of Railway and Steamship Clerks to get them to vote for them.

I hope that you will start a campaign among the non-clerical storeroom employees in your zone informing them of this effort of the Brotherhood of Railway and Steamship Clerks and the National Mediation Board to get them out of the BSCP.

I think it will be well for you to begin holding some meetings among the non-clerical group immediately.

Fraternally yours,

A. Philip Randolph
International President

APR:RB
enc.

non clerical

International Union
BROTHERHOOD OF SLEEPING CAR PORTERS
217 West 125 Street, Rm. 301
New York 27, N. Y.

February 12, 1949

CONCERNING
APPROACHING REPRESENTATION ELECTION

To the Non-Clerical Storeroom Employees

Dear Sir and Brother:

A communication has just been received from the National Mediation Board informing me that it is in receipt of an application from the Brotherhood of Railway And Steamship Clerks, Freight Handlers, Express and Station Employees for the investigation of a representation dispute under the Provisions of Section 2, Ninth, of the Railway Labor Act, involving the following employees:

clerk, office station and storehouse employees

Thus, it is apparent that a representation election will no doubt be held in the near future as a result of the application of the Brotherhood of Railway and Steamship clerks for same, to determine whether that organization or the Brotherhood of Sleeping Car Porters will represent the non-clerical storeroom employees in the future.

Employee Groups: Office and Station

Now it appears, according to the National Mediation Board, that groups or workers are expected to participate in the election known as office and station. Evidently this must mean clerks in the Pullman offices. I cannot imagine what is meant by the term, station. However, the introduction of new groups of workers to vote in the election as a part of the bargaining unit of non-clerical storeroom employees is wholly irregular and unsound. No clerks in the Pullman offices or stations were included in the original election which resulted in the certification o the Brotherhood of Sleeping Car Porters as the duly authorized bargaining agent of non-clerical storeroom employees. Therefore, the Brotherhood of Sleeping Car Porters will contend that office clerks may not be legitimately included among the non-clerical storeroom employees to participate in a representation election.

Brotherhood of Sleeping Car Porters Now Represents Non-Clerical Storeroom Employees

As a result of the election more than a year ago and the signing of an Agreement with the Pullman Company, September 23, 1947, the Brotherhood of Sleeping Car Porters is now representing non-clerical storeroom employees in the employ of the Pullman Company.

Notice for Increase in Pay and Shorter Hours

With a view to increasing wages and reducing hours of work for the non-clerical storeroom employees, the Brotherhood of Sleeping Car Porters has made application to the Pullman Company for the increase in pay and the reduction in the hours of work which is sought for all of the non-operating employees. Since the Brotherhood has been able to secure the same wage increases for the non-clerical storeroom employees in the past as have been extended to other non-operating railway employee groups, you may be assured that the non-clerical storeroom employees will receive the same wage increase and reduction in the hours of work which other non-operating employees receive.

Unwise to Change Horses

Since the non-clerical storeroom employees are being effectively represented by the Brotherhood of Sleeping Car Porters, it is unwise, unnecessary and perfectly useless, since you have nothing to gain by shifting from the Brotherhood of Sleeping Car Porters to the Brotherhood of Railway and Steamship Clerks. The Brotherhood of Railway and Steamship Clerks cannot do any more for the non-clerical storeroom employees than the Brotherhood of Sleeping Car Porters can do for you.

Therefore, I want to urge that if, as and when a representation election is held among the non-clerical storeroom employees that each and every one of you will VOTE as follows:

BROTHERHOOD OF SLEEPING CAR PORTERS ☒

Fraternally yours,

A Philip Randolph

A. Philip Randolph
International President

APR:ha

COPIES OF THIS MATTER SENT TO ALL [illegible]

Non Clerical
Storeroom Emp

February 17, 1949

Mr. Robert F. Cole, Secretary
National Mediation Board
Washington, D. C.

Dear Sir,

Supplementary to my letter of February 10, 1949 in which I registered, in the name of the Brotherhood of Sleeping Car Porters, my exception to the expansion of the bargaining unit, namely non-clerical storeroom employees, to include employees covered by the terms, office and station, I wish, herewith, in the interest of a thorough exploration of this dispute involving the adjustment of the bargaining unit relating to the non-clerical storeroom employees, to request that the National Mediation Board hold a hearing for the purpose of determining whether or not employees covered by the terms, office and station, in the employ of the Pullman Company should participate in a representation election involving non-clerical storeroom employees, the latter of which are now represented by the Brotherhood of Sleeping Car Porters.

Clearly, the issue herein involved, is simply whether or not non-clerical storeroom employees are clerical workers on a basis with the clerical employees that are covered by the term office.

We shall be pleased to hear from you at your earliest convenience setting time, date and place for requested hearing.

Very truly yours,

APR:ha

A. Philip Randolph
International President

non clerical
storeroom
employees

February 19, 1949

Mr. Joseph L. Rauh, Jr.
1631 K Street, N. W.
Washington, D. C.

Dear Mr. Rauh,

May I inquire if it will be convenient for you to talk with Mac concerning a problem involving non-clerical storeroom employees next Saturday, February 26th. You might set whatever time is convenient for you. If you cannot see him Saturday, how about Sunday, February 27th.

Sincerely yours,

APR:ha

A. Philip Randolph
International President

Copy to all International Officers

non clerical
Storeroom Emp

NATIONAL MEDIATION BOARD
WASHINGTON (25)

February 21, 1949

Mr. A. Philip Randolph, Int'l. President
Brotherhood of Sleeping Car Porters
217 West 125th Street (Room 301)
New York 27, N. Y.

Dear Mr. Randolph:

This will acknowledge receipt of your letter dated February 17, 1949, concerning an application received by this agency for representation of the craft or class of clerical, office, station and storehouse employees of the Pullman Company.

It is noted that you protest against combining storeroom non-clerical employees with clerical and office or station employees for purposes of determining representation under the Railway Labor Act. It is also noted that you request the Board to conduct a hearing for the purpose of determining this issue.

The position of your organization as summarized above will be called to the attention of the Board.

Very truly yours,

Robert F. Cole
Secretary

cc: Geo. M. Harrison

PLEASE MAKE SUBMISSION AND REPLIES
TO CORRESPONDENCE IN DUPLICATE.

Non clerical Storeroom employees

February 23, 1949

Mr. Joseph L. Rauh, Jr.
1631 K Street, N. W.
Washington, D. C.

Dear Mr. Rauh;

Find enclosed matters bearing upon the representation of nonclerical storeroom employees and the proposed change in the bargaining unit. If this change is effected so that non-clerical storeroom employees and the office workers of the Pullman Company and station employees are required to vote in one election for their bargaining representative, it is patent, in view of the overwhelming majority of office workers in the Pullman System throughout the nation, that the Brotherhood of Railway Clerks will win. If, however, the bargaining unit is permitted to remain as it is, the Brotherhood of Sleeping Car Porters will win.

Now I have protested to the Board against this proposed expansion of the base of the bargaining unit to include non-clerical storeroom employees, office and station forces, of the Pullman Company. I have felt that, in the event a hearing is held, it might be well for the Brotherhood to have you handle this case with the Board.

Brother McLaurin will be in Washington, Saturday and wants to talk with you about this matter. I would like to know what you think of the Brotherhood [illegible] to prevent the Mediation Board from expanding the bargaining unit of the nonclerical storeroom employees.

I am looking forward to seeing you at our Firemen's Conference in [illegible]

Sincerely yours,

A. Philip Randolph
International President

APR:ha
encs.

P.S. I am unable to enclose copy of telegram from the Board [illegible] of Railway Clerks had made application for [illegible]

Non-Clerical
Storeroom
Employes

NATIONAL MEDIATION BOARD
WASHINGTON (25)

March 1, 1949

Case No. R-2137

Mr. H. R. Lary, Supv. of Ind. Relations
The Pullman Company
222 W. North Bank Drive
Chicago 54, Ill.

Mr. John C. [illegible], Nat'l. Pres.
Pullman Clerks' Association
5th Floor, Room 154—Merchandise Mart
Chicago, Ill.

Mr. Francis A. Gallo, Nat'l. Secy-Treas.
Pullman Clerks' Association
5th Floor, Room 154—Merchandise Mart
Chicago, Ill.

Mr. A. Philip Randolph, Int'l. Pres.
Int'l. Brotherhood of Sleeping Car Porters
217 W. 125th St.
New York 27, N. Y.

Mr. Geo. M. Harrison, Grand Pres.
Brotherhood of Railway & Steamship Clerks
1015 Vine Street
Cincinnati 2, Ohio

Gentlemen:

Reference is made to application by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employes, for the services of this Board under the provisions of Section 2, Ninth, of the Railway Labor Act, in a dispute involving representation of

Clerical, office, station and storehouse employees

of the Pullman Company.

This application has been docketed as our file Case No. R-2137 and will hereafter be referred to by that number. A Mediator will be assigned to investigate this dispute as soon as possible, consistent with prior commitments.

Very truly yours,

Robt F. Cole.

Robert F. Cole
Secretary

PLEASE MAKE SUBMISSION AND REPLIES
TO CORRESPONDENCE IN DUPLICATE.

mld

[illegible]029 GOVT PD=ID WASHINGTON DC MAR 15 155P=

A PHILIP RANDOLPH, INTL PRES=

INTL BROTHERHOOD OF SLEEPING CAR PORTERS

MEDIATOR PENFOLD WILL BE AT ATLANTIC HOTEL CHICAGO ON MONDAY MARCH 21, TO INVESTIGATE REPRESENTATION DISPUTE AMONG CLERICAL EMPLOYEES OF THE PULLMAN COMPANY CASE R92137. PLEASE ADVISE WHO WILL REPRESENT YOU=

ROBERT F COLE SECY

NATL MEDIATION BOARD=2

Elizabeth Mary [illegible] - 2nd & 9th St NW [illegible]

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

QTN 1 STRAIGHT MARCH 15 1949=

A PHILIP RANDOLPH CARE OF ELIZABETH MARY HOTEL
SECOND AND SEVENTH STREET NORTHWEST MIAMI FLA=

MEDIATOR PENFOLD WILL BE AT ATLANTIC HOTEL CHICAGO ON MONDAY MARCH 21 TO INVESTIGATE REPRESENTATION DISPUTE AMONG CLERICAL EMPLOYEES OF THE PULLMAN COMPANY CASE R-2137= PLEASE ADVISE WHO WILL REPRESENT YOU=

ROBERT F COLE SECRETARY
NATIONAL MEDIATION BAORD

[illegible]

CTN 1 STRAIGHT MARCH 16 1949=

HERBERT F COLE NATIONAL MEDIATION BOARD WASHINGTON DC=

MILTON P WEBSTER WILL REPRESENT US IN THE DISPUTE CASE R-2137 MARCH 21 AT ATLANTIC HOTEL CHICAGO=

A PHILIP RANDOLPH=

WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

QTN 3 STRAIGHT MARCH 16 1949=

MILTON P WEBSTER CARE OF DUNBAR HOUSE 15 AND U STREETS
NORTHWEST WASHINGTON DC=

RECEIVED WIRE FROM MEDIATION BOARD STATING MEDIATOR PENFOLD WILL BE AT ATLANTIC HOTEL CHICATO ON MONDAY MARCH 21 TO INVESTIGATE REPRESENTATION DISPUTE AMONG NON CLERICAL WORKERS HAVE WIRED BOARD YOU WILL REPRESENT US=

A PHILIP RANDOLPH=

QTH 1 STRAIGHT MARCH 21 19489#
MILTON P WEBSTER BROTHERHOOD OF SLEEPING CAR PORTERS
3456 SOUTH STATE STREET FIFTH FL CHICAGO ILLINOIS=

= RECEIVED WORD FROM MEDIATION BOARD MEDIATOR PENFOLD IS ILL AND WILL NOT BE AT ATLANTIC HOTEL TODAY. INVESTIGATION OF REPRESENTATION DISPUTE RE CLERICAL EMPLOYEES PULLMAN COMPANY POSTPONED INDEFINITELY.

A PHILIP RANDOLPH.

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

WU [illegible] GOVT PD=1D WASHINGTON DC MAR 21 1020A=

A PHILIP RANDOLPH, INTL PRES=INTL BROTHERHOOD OF SLEEPING CAR PORTERS=

R-2137 REPRESENTATION CLERICAL EMPLOYEES PULLMAN COMPANY= INVESTIGATION SET FOR TODAY BY MEDIATOR PENFOLD ATLANTIC HOTEL, CHICAGO POSTPONED INDEFINITELY DUE TO MEDIATOR'S ILLNESS=

ROBERT F COLE=

COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

UNION =(06)=

261 GOVT PD=WASHINGTON DC 21 534P=

PHILIP RANDOLPH, INTL PRES= [illegible] 21 PM 7 31

INTL BROTHERHOOD OF SLEEPING CAR PORTERS
217 WEST 125 ST=

INVESTIGATION OF CASE R-2137, DISPUTE AMONG CLERICAL EMPLOYEES OF THE PULLMA CO, IS NOW RESET FOR HANDLING BY MEDIATOR SWITZER, WHO WILL BE AT CHICAGOAN HOTEL, CHICAGO, ON THURSDAY, MARCH 24TH. PLEASE ADVISE WHO WILL REPRESENT YOU=

ROBERT F COLE SECY NATL MEDIATION BOARD=

=R-2137 24=

THE COMPANY WILL A[illegible] FROM ITS PATRONS CONCERNING ITS SERVICE

GTM1 MR. A. PHILIP RANDOLPH
4006 1/2 SOUTH CENTRAL AVE.
LOS ANGELES CAL.

BOARD REFUSES TO POSTPONE CHICAGO HEARING NOV.21 SUGGEST DESIGNATION OF NEW REPRESENTATUVE

B.F.MC LAURIN.

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

[illegible]

[illegible]

[illegible]
[illegible]

[illegible]

[illegible]

[illegible]

Fraternally yours,

A. Philip Randolph
International President

[illegible]

Storeroom
non-Clerical
Employees

April 2, 1949

Counselor Joseph L. Rauh Jr.
1631 K Street, N. W.
Washington 6, D. C.

Dear Joe:

Enclosed please find report of duties of Storeroom Employees that might be used in conjunction with our brief on the question of maintaining the Storeroom and Non-Clerical Department separate and distinct from that of the Clerical Department.

First, may I point out that there are various positions within the department:

1. The Equipment worker
2. The Linen Checker
3. The Liquid Soap Carrier
4. The Linen Carrier
5. Head Linen Checker
6. Head Car Supplier
7. Linen Bagger
8. The Laborer

Changing Clothing

All employees in this department are required to change clothes before punching clock starting to work. The same is done before being released from duty. The clerks are not expected to perform this duty.

1. The Equipment Worker: The duties of the Equipment Worker are to pack bags with soap, matches, toilet tissues, kleenex, quiet signs, loading numbers, fuses and link fuses, small bulletins, cleaning rags and deodorants. These supplies must be put on cars wherever needed. Reports must be checked oncar made out by porters, conductors or other road service employees, and if a request is made for special equipment, the equipment checker must supply same.

Not many months ago the Equipment Worker was called upon to keep names of all cars, keep records of all materials used and return report to the office of the Storeroom.

When question was raised by the Storeroom Department as to the clerical work involved this work was immediately stopped. (See footnote in last paragraph as to reason.)

2. Linen Checkers: Are required to check yard report so as to locate train schedules as to time of arrival and location on yard. After locating cars, report findings to the head linen carrier who in turn organizes same and places on counter for the linen bagger. He also rechecks linen after called, in order that all reports tally as to the amount of linen returned to Storeroom and used on the car.

3. The Liquid Soap Carrier: The liquid soap workers are required to get a line-up on the make-up of trains and carry two (2) large cans of liquid soap where he refills all containers on cars. No records are kept. This is a full time job.

4. Linen Carrier: Report to Storeroom immediately after checking in, secure truckload of clean linen, take clean linen to cars, remove soiled linen and replace with clean linen.

5. Workers in Soiled Linen Room: The duties of the workers in the Soiled Linen Room are to count soiled tidies and head rests, load and unload the laundry truck with clean and soiled linen.

6. In this department a clerical worker does the checking of clean linen from laundry trucks.

6. Head Car Suppliers: Are required to receive all reports from linen checkers, proceed to prepare linen according to request for car supplies. He is informed as to the track the train is on, the number of the train, the total number of cars and their destination. He keeps a report of the line-up of the train, which involves a description as to the regular equipment, relating whether or not all cars are accounted for in regular and extra service.

7. Linen Bagger: The Linen Bagger is required to take linen from the Storeroom counter after head car supplier completes the count and places the required amount on counter. The bagger places it in the bag, ties bag up, carries it from linen room to platform where the linen carrier takes charge and places it on car.

8. **The Laborer:** The duties of laborers are to remove equipment of the cars, such as iron, break beams, packages and all bulky materials sent to Storeroom Department. The laborer likewise places packages and all bulky material on cars for departure. They are required to unload breakshoes from freight cars and are at times required to go to the (wheel track) to remove Pullman car springs, steel equipment, armatures and other delicate equipment in the Electrical Department.

When this service is required of a Non-Clerical Storeroom employee, a clerical worker is required to do the checking.

Summary: According to the contract of the clerical workers, no Storeroom employee is considered doing clerical work unless he is writing four (4) continuous hours.

There are two (2) separate Seniority Rosters. There has not been any desire on the part of management to elevate or promote Storeroom and Non-Clerical employees who are mostly Negroes, to the position of clerks who are generally white.

In many districts individuals are required to perform practically every phase of the work enumerated above. There are a number of yards where two, three or four Storeroom employees are really utility workers and in some instances are called upon to perform work in the Car Cleaners Department.

According to practice and the logical position of the Storeroom Employee, his job has thus far been more closely related to that of the Car Cleaner.

This in no way implies that the Storeroom Employees are not capable of performing the duties in the Clerical Department. However, on the basis of all the knowledge and facts we have, it is difficult to understand how one can stretch their imagination to the extent of tieing in the Non-Clerical Employees' job with that of the clerks job.

On the question of pay, there is a difference in the rating. The Non-Clerical Department is paid on the basis of hours, while the clerks are paid on a monthly basis.

I trust that the facts above will be of some help in the preparation of your brief.

Sincerely yours,

B. F. McLaurin
Int'l. Field Organizer

bfm/

[illegible]

April [illegible]

[illegible]
[illegible]
[illegible]

Dear Mrs. [illegible]:

Find enclosed matter which is self-explanatory.

Fraternally yours,

A. Philip Randolph
International President

APR:[illegible]
[illegible]

409.6

408.40
16 3.2.1

408.40
16.000

NATIONAL MEDIATION BOARD

WASHINGTON

NOTICE OF HEARING

WHEREAS, the services of the National Mediation Board have been invoked to investigate representation disputes under Section 2, Ninth, of the Railway Labor Act, as amended, among various groups of employees of the Pullman Company, a carrier under the Act, as described in the following cases:

CASE NO. R-2121 - Application of the American Railway Supervisors Association, Inc., for representation of District Storekeepers and Storekeepers. These employees are not presently represented by any labor organization nor are they covered by a labor agreement.

CASE NO. R-2137 - Application of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, for representation of clerical, office, station and storehouse employees. Included within the scope of this application are clerical and miscellaneous employees who are presently represented by the Pullman Clerks' Association and are covered by a labor agreement effective July 1, 1 946, between the Association and the Carrier. The application also embraces storeroom non-clerical employees who are presently represented by the Brotherhood of Sleeping Car Porters and are covered by a labor agreement effective September 23, 1947, between this organization and the carrier. The scope of the application also covers storekeepers, who, although not presently represented, are likewise covered by the application of the American Railway Supervisors Association, Inc., referred to above in Case R-2121.

WHEREAS, during the investigation of the above cases, question arose as to the proper classification of employees according to crafts or classes for voting purposes under Section 2, Ninth, of the Railway Labor Act, as amended; and

IT IS HEREBY ORDERED that a public hearing be held by the National Mediation Board in each of the above cases on the issues raised by the petitions filed therein on the 14th day of April, 1949, at the Board Room of the Second Division of the National Railroad Adjustment Board, 220 South State Street, Chicago 4, Ill., at 10:00 a.m. on that day; and it is

FURTHER ORDERED that copies of this notice of hearing be mailed to representatives of the labor organizations involved and that the carrier be invited to have a representative present to give the Board such factual evidence in connection with the matter under consideration as the Board may request.

By order of the NATIONAL MEDIATION BOARD this fourth day of April, 1949.

Robt F Coles

Robert F. Cole
Secretary

Copies to:

H. R. Lary, Supervisor of
Industrial Relations
The Pullman Company
228 West North Bank Drive
Chicago 54, Ill.

J. P. Tahney, Grand Pres.
American Railway Supervisors Assn., Inc.
53 West Jackson Blvd.
Chicago 4, Ill.

Geo. M. Harrison, Grand Pres.
Brotherhood of Railway & Steamship Clerks
1015 Vine Street
Cincinnati, Ohio

A. Philip Randolph, Int'l. Pres.
Int'l. Brotherhood of Sleeping Car Porters
217 West 125th St.
New York, N. Y.

John G. Rugen, Nat'l. Pres.
Pullman Clerks' Assn., 5th Floor
Room 16A, Merchandise Mart
Chicago, Ill.

Francis A. Galla, Nat'l. Secy-Treas.
Pullman Clerks' Assn., 5th Floor
Room 15A, Merchandise Mart
Chicago, Ill.

Ward & Paul Reporters
1760 Penn. Ave., N.W.
Washington, D.C.

JOHN C. RUGEN
National President
5th Floor, Room 16A—Merchandise Mart

JOHN SCHULTZ
National Vice-President
5th Floor, Room 24—Merchandise Mart

FRANCIS A. GALLA
National Secretary-Treasurer
5th Floor, Room 15A—Merchandise Mart

Regional Representatives
Chicago General Offices
O. C. ANKER, Chicago — Division 1
H. J. BRONANDER, Chicago — Division 1
DORA BROWN, Chicago — Division 1
JOANN CISSER, Chicago — Division 1
W. J. HINCKS, Chicago — Division 1
MARIE KRAMER, Chicago — Division 1
J. E. SHARKEY, Chicago — Division 1
S. J. STEVENS, Chicago — Division 1

Pullman Clerks' Association
CLERKS PULLMAN ASSOCIATION
CHICAGO, ILLINOIS

Regional Representatives
District Divisions
BEN WEISMAN, Detroit — Division 2
D. I. GRANT, Buffalo — Division 3
R. L. VAN HORN, Washington — Division 4
A. C. CARAWAY, Atlanta — Division 5
J. F. HYDE, St. Louis — Division 6
M. J. CHATELAIN, New Orleans — Division 7
A. H. PIERCE, Los Angeles — Division 8
G. M. FINDLAY, Calumet Shops — Division 9

File
Non-Clerical
Store-room
Employees

June 6, 1949

Mr. Robert F. Cole, Secretary
National Mediation Board
Washington 25, D. C.

Dear Sir:

This brief sets forth the position of the majority group of the Pullman Clerks' Association with respect to the proper classification of those Pullman employes involved in National Mediation Board cases designated as R-2121 and R-2137. This is the brief of that element of the Pullman Clerks' Association which is vigorously opposed to the traitorous effort of Mr. John C. Rugen and a few of his henchmen who are attempting solely for personal gain to amalgamate the Pullman Clerks' Association with the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employes. This majority group was represented at the hearing conducted by the National Mediation Board in Chicago on April 14-15 by Miss Dora E. Brown and Mr. Montgomery Major appearing in my behalf.

Our position, representing the sentiment and opinion of a majority of the members of the Pullman Clerks' Association and of the non-member clerical and miscellaneous employes of The Pullman Company covered by the present working Agreement between The Pullman Company and its employes represented by the Pullman Clerks' Association, may be stated briefly. The Pullman Clerks' Association holds the contract covering the clerical and miscellaneous employes of The Pullman Company. It has held this contract since its organization soon after the Railway Labor Act was amended in 1934. Because the Pullman Clerks' Association is the recognized collective bargaining agent for Pullman clerical and miscellaneous employes, the demands of its loyal members, comprising a substantial majority of the Association, may be briefly stated and are extremely modest. We merely respectfully demand that the name of the Pullman Clerks' Association be placed upon any ballot prepared for an election among Pullman clerical and miscellaneous employes to determine who shall be certified by the National Mediation Board as the collective bargaining agency for those employes of The Pullman Company who come under the scope of the existing working Agreement now held by the Pullman Clerks' Association.

We reiterate this request in the belief that it may be possible a disloyal official of the Pullman Clerks' Association may be tempted to betray the trust reposed in him by those who elected him to office and sign a request that

JOHN C. RUGEN
National President
5th Floor, Room 16A—Merchandise Mart

JOHN SCHULTZ
National Vice-President
5th Floor, Room 24—Merchandise Mart

FRANCIS A. GALLA
National Secretary-Treasurer
5th Floor, Room 15A—Merchandise Mart

Regional Representatives
Chicago General Offices
O. C. ANKER, Chicago — Division 1
H. J. BRONANDER, Chicago — Division 1
DORA BROWN, Chicago — Division 1
JOANN CISSER, Chicago — Division 1
W. J. HINCKS, Chicago — Division 1
MARIE KRAMER, Chicago — Division 1
J. E. SHARKEY, Chicago — Division 1
S. J. STEVENS, Chicago — Division 1

Pullman Clerks' Association
CLERKS PULLMAN ASSOCIATION
CHICAGO, ILLINOIS

Regional Representatives
District Divisions
BEN WEISMAN, Detroit — Division 2
D. I. GRANT, Buffalo — Division 3
R. L. VAN HORN, Washington — Division 4
A. C. CARAWAY, Atlanta — Division 5
J. F. HYDE, St. Louis — Division 6
M. J. CHATELAIN, New Orleans — Division 7
A. H. PIERCE, Los Angeles — Division 8
G. M. FINDLAY, Calumet Shops — Division 9

the name of the Pullman Clerks' Association be omitted from the ballot. Such a request should properly be ignored as dictated by personal motives and should be considered as not representative of the general feeling of the clerical and miscellaneous employes of The Pullman Company. It could well be considered as designed to deprive these employes of their legal right of full suffrage in choosing their representative organization.

In regard to the question of whether non-clerical storeroom employes and storekeepers should be included as a part of the class or craft of clerks, we express no opinion, being quite satisfied to be governed by the decision of the Board upon such matters.

I am furnishing a copy of this brief to Mr. John Schultz as President of the Pullman Clerks' Association instead of Mr. John C. Rugen. Since the hearing of April 14-15, Mr. Rugen has terminated his connection with The Pullman Company and thus has severed his relationship with the Pullman Clerks' Association in accordance with its by-laws.

Very truly yours,

Francis A. Galla

Francis A. Galla
National Secretary-Treasurer

cc: Mr. H. R. Lary
Supervisor of Industrial Relations
The Pullman Company
Room 22-A - Fifth Floor
Merchandise Mart
Chicago 54, Illinois

Mr. John Schultz, President
Pullman Clerks' Association
Room 24 - Fifth Floor
Merchandise Mart
Chicago 54, Illinois

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 W. 125th Street
New York 27, N. Y.

Mr. Geo. M. Harrison, Grand President
Brotherhood of Railway & Steamship Clerks
1015 Vine Street
Cincinnati 2, Ohio

Mr. J. P. Tahney, Grand President
The American Railway Supervisors Assn., Inc.
53 West Jackson Boulevard
Chicago 4, Illinois

non clerical
Storeroom

THE PULLMAN COMPANY
MERCHANDISE MART, 222 WEST NORTH BANK DRIVE
CHICAGO, 54, ILLINOIS

H. R. LARY,
SUPERVISOR OF
INDUSTRIAL RELATIONS

PULLMAN

File
Non-Clerical
Store-room
Employes

June 6, 1949

Mr. Robert F. Cole, Secretary
National Mediation Board
Washington 25, D. C.

Dear Mr. Cole:

Referring to hearing held April 14-15, 1949, before the National Mediation Board concerning the proper classification of certain Pullman employes involved in National Mediation Board cases R-2121 and R-2137:

During this hearing the Board requested the Company to furnish additional information respecting "excepted" employes, and storeroom non-clerical employes employed in the Company's repair shops. The Company's position with respect to various types of storekeepers has already been fully set forth in information previously furnished the Board and in my testimony before the Board in the above-mentioned hearing. Likewise, in my testimony at the above-mentioned hearing, I furnished information with respect to storeroom non-clerical employes employed in the districts and agencies of The Pullman Company.

Exhibit A, which is attached, furnishes comprehensive descriptions of the duties and other information relating to "excepted" employes specified in Rule 3 of the Agreement, effective July 1, 1946, between The Pullman Company and its clerical and miscellaneous employes. The Company believes that because of the nature of the work performed by these employes they properly should be excluded from any representation dispute involving so-called "clerical" employes. Many of these employes are subordinate officials; many of them perform functions which are essentially managerial. Additionally, as is obvious from the information furnished in Exhibit A, many of them were promoted from crafts other than clerical and hold rights in these other crafts. Numerous questions relating to seniority would undoubtedly arise were these employes to be placed under the purview of the "clerks" agreement. The Company definitely believes that most of the employes covered in Exhibit A should be excluded from participation in the representation dispute identified as National Mediation Board case R-2137.

Exhibit B, which is also attached, furnishes data with respect to the duties, etc., of storeroom and miscellaneous non-clerical employes in the repair shops, presently represented by the Brotherhood of Sleeping Car Porters under the Board's certification in case R-1625. As evidenced by my testimony in the hearing on April 14-15, I believe most of these employes are not properly classified as storeroom non-clerical employes. Both the International Brotherhood of Firemen & Oilers and the Brotherhood Railway Carmen of America have laid claim to the right to represent certain of these employes. Prior to the present representation dispute the Brotherhood of Railway Clerks expressed no interest in the employes listed in Exhibit B, and I believe no appreciable percentage of these employes falls within the craft or class ordinarily represented by the Brotherhood of Railway Clerks. As I testified in the hearing, I would not attempt to classify this group of employes according to craft or class for the purposes of the Railway Labor Act but would appreciate any assistance the Board might render in this regard.

Very truly yours,

H. R. Lary

JPL:evc

cc - Mr. John Schultz, President
Pullman Clerks' Association
5th Floor, Room 24 - Merchandise Mart
Chicago 54, Illinois

Mr. Francis A. Galla,
National Secretary-Treasurer
Pullman Clerks' Association
5th Floor, Room 15A - Merchandise Mart
Chicago 54, Illinois

✓ Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

Mr. George M. Harrison, Grand President
Brotherhood of Railway & Steamship Clerks
1015 Vine Street
Cincinnati 2, Ohio

Mr. J. P. Tahney, Grand President
American Railway Supervisors Assn., Inc.
53 West Jackson Boulevard
Chicago 4, Illinois

Mr. Frank Switzer, Mediator

INFORMATION REGARDING "EXCEPTED EMPLOYES" SPECIFIED IN RULE 3 OF THE AGREEMENT BETWEEN THE PULLMAN COMPANY AND ITS CLERICAL AND MISCELLANEOUS EMPLOYES REPRESENTED BY THE PULLMAN CLERKS' ASSOCIATION, EFFECTIVE JULY 1, 1946, SUBMITTED TO THE NATIONAL MEDIATION BOARD IN CONNECTION WITH THE DETERMINATION OF THE PROPER CLASSIFICATION OF EMPLOYES INVOLVED IN NATIONAL MEDIATION BOARD CASE NO. R-2137.

Personal Office Staff of President, C. R. Harding Personal Office Staff of Vice-President, Operating, M. B. Osburn Personal Office Staff of Vice-President & Comptroller, C. H. Westbrook Personal Office Staff of Vice-President, G. A. Kelly Personal Office Staff of General Counsel, W. J. Butler	We believe there is no question concerning the proper classification of these employes inasmuch as they are all part of the personal office staffs of the executive officers indicated.

Title	Number of Employes	ICC Reporting Division Number	Percentage-wise Showing of Class Promoted From	Description of Duties
Chief Clerks in General Offices and in Managers' Offices of Repair Shops	21	4 5	100% Clerical	Supervise and assign work of all clerical employes in the department and instruct and train them in their duties. Maintain confidential personnel records and handle correspondence pertaining thereto. Interview applicants for clerical positions and determine their qualifications. Prepare departmental payroll and distribute paychecks. Examine all incoming mail for distribution to interested parties. Assume responsibility for maintenance of office equipment and supplies. Handle vacation schedules. Arrange for transportation for traveling personnel. In general chief clerks are responsible for the proper functioning of the clerical staffs.
Inspectors (On Payroll of Assistant Vice-President)	5	19	80% Conductor 20% Clerical	Develop service practices and techniques. Perform research work in connection with proposed practices and devices. Consult with and coordinate the interests of all other departments with those of the service department. Perform liaison work with railroads and car builders. Conduct conferences and group instruction of employes who supervise or deal with car service employes. Formulate instructions to car service em-

Title	Number of Employes	ICC Reporting Division Number	Percentage-wise Showing of Class Promoted From	Description of Duties
Inspectors (On Payroll of Assistant Vice-President) - continued				ployes. Perform promotional activities in connection with "on train" sales program and compose publicity related to this program. The duties of these men are supervisory and administrative and they are subordinate officials.
Service Inspectors	19	99	79% Conductor 21% Clerical	Observe, supervise and correct work of car service employes on trains enroute and in stations. Instruct car service employes in new phases of their work and interpret existing instructions for them. Relieve District Superintendents and Agents in emergencies. Act as, or assist, representative in charge at various outlying points where large volumes of business develop temporarily. Act as conference leaders during Employe-Management Service Conferences. The duties of these men are supervisory and administrative and they are subordinate officials.
Stores Inspectors (District)	11	52	100% Clerical	Stores Inspectors are the representatives of the General Storekeeper in the field. They make periodic inspections of regular and sub-storerooms; i.e., effecting proper housekeeping, safety features, maintenance of stock and records and the proper servicing of cars with miscellaneous equipment, linen and supplies. Check personnel requirements and counsel the storekeepers in all matters pertaining to the operation of the storeroom. Inspect linen and blankets laundered by Pullman and commercial laundries and visit laundry plants to see that the regulations for the care and handling of Pullman linen and blankets are being adhered to. Direct the servicing of all cars used in special moves and conventions at points covered by their assignments.
Commissary Inspectors	9	99	100% Clerical	The duties of Commissary Inspectors require that they have a thorough knowledge of all phases of commissary operation, both actual road service and operation of commissaries. They must have a thorough understanding of rules and regulations regarding the operation of commissary service including laws and regulations with respect to the sale of alcoholic beverages and soft drinks, State and U.S. Health Department regulations with regard to sanitary requirements,

Title	Number of Employes	ICC Reporting Division Number	Percentage-wise Showing of Class Promoted From	Description of Duties
Commissary Inspectors (continued)				safety regulations and rules of working Agreements with respect to the operation of car employes. They must be familiar with the proper purchasing and grading of supplies. They must be familiar with the proper preparation and methods of serving foods and liquids served on commissary cars and with the preparation of menus. They must be familiar with the regulations regarding the proper handling of money and checks on commissary cars and be able to instruct employes with respect thereto. They must assist in supervising audits and periodic inventories. In general, they must know all phases of commissary operation well enough to supervise and train employes in the proper performance of their duties. The Commissary Inspectors relieve District Commissaries and Commissaries on occasions.
Shop Accountants	6	6	100% Clerical	The Shop Accountant at each Repair Shop is charged with the responsibility for supervising personnel in the Shop Accounting Office together with the responsibility for all accounting work at these points involving the preparation of shop payrolls, accounting for material receipts and disbursements and for all other expenses incident to Repair Shop operations. He is responsible for the proper distribution of all such expenses and the preparation of related statistical statements. Each Shop Accountant is also responsible for receipts and disbursements from the contingent fund in his custody. The work done at Shops involves some costs that are recoverable and the Shop Accountants are responsible for the preparation of bills to recover such expenses.
District Commissaries	9	2	100% Clerical	District Commissaries are located at points where there is a large volume of commissary business. They have general supervision over and are in charge of all commissary employes at these points. They are responsible for the proper maintenance of sufficient commissary supplies and equipment to stock all commissary cars operating from these points. Issue necessary instructions to commissary road service employes as may be directed by the General Commissary or district representatives. Responsible for the proper cleaning and maintenance

Title	Number of Employes	ICC Reporting Division Number	Percentage-wise Showing of Class Promoted From	Description of Duties
District Commissaries (continued)				of commissary quarters and kitchens and buffets of commissary cars to meet public health requirements. Must have a general knowledge of the quality of food items and of the proper cutting of meats. Must be familiar with the proper method of serving food and beverages so that they can instruct all commissary employes. Handle all correspondence in connection with commissary operations and business. Also responsible for the proper preparation of all invoices, monthly reports, such as liquor sales in various states, recapitulations of commissary receipts and inventories. They must, when commissary inspectors are not available, make road service trips, especially in connection with special parties. In general the district commissaries have supervision over all commissary service operating from their respective points.
Commissary Agents	3	2	100% Clerical	Commissary Agents are located at points where commissary operations are relatively light. Their duties are the same as that of a District Commissary except that the Commissary business at point where assigned is on a lighter scale.
Traveling Passenger Agents	5	78	80% Conductor 20% Clerical	Cover assignments relating to special movements of Pullman cars used in connection with conventions and special gatherings. Call on ticket agents with respect to sale of Pullman tickets. Interpret tariffs. Check wiring of space by conductors in regular assigned equipment. Render periodic reports on traffic conditions. Engage in promotional work with reservation bureaus, railroad representatives, etc. Contact military installations for the purpose of establishing liaison between The Pullman Company and military authorities in connection with movements of military personnel. Call on passengers in connection with investigation of complaints resulting from Pullman tickets which were erroneously issued.
District Passenger Agents	3	78	66-2/3% Clerical 33-1/3% Conductor	Each District Passenger Agent supervises the work of Traveling Passenger Agents in the territory assigned to his jurisdiction. He performs the same work as the Traveling Passenger Agents in addition to his supervisory duties.

Title	Number of Employes	ICC Reporting Division Number	Percentage-wise Showing of Class Promoted From	Description of Duties
Safety Supervisors	9	4	67% Clerical 22% Mechanical 11% Conductor	Each Safety Supervisor is assigned to a specific territory, usually one of the Company's operating Zones and a repair shop if located in the Zone. He makes inspections relative to safe working conditions. He is responsible for seeing that proper protective equipment, such as goggles, respirators and derails, is used in accordance with instructions and existing laws. He conducts safety meetings with various groups of employes including car service employes for the purpose of promoting safety on the job. He handles workmen's compensation with various State Commissions and where legislation permits he appears as the Company's representative at workmen's compensation hearings. He is responsible for investigating the causes of injuries and following up to prevent reoccurence thereof. His duties naturally require traveling from point to point in his territory observing working conditions and preaching safety.
Day Agents - Night Agents	118	78	69% Clerical 26% Conductor 5% Mechanical	Day and Night Agents check condition of cars placed in stations for occupancy and arrange for necessary corrections relative to service conditions. Check reporting for duty of car service employes to see that all assignments are filled. Fill vacancies and assign men in emergencies. Observe and correct work of car service employes in stations. Instruct car service employes in new phases of their work and interpret existing instructions for them. Perform liaison between conductors receiving passengers and ticket or reservation offices. Act as representatives of The Pullman Company during the hours district and agency offices are closed.
Traveling Auditors	8	13	100% Clerical	Audit Receiving Cashiers' accounts, inventories of property including miscellaneous materials, supplies, linen, wheels, axles, furniture and tools, commissary equipment and supplies, etc., and perform special work in Auditor of Disbursements Office.

Title	Number of Employes	ICC Reporting Division Number	Percentage-wise Showing of Class Promoted From	Description of Duties
Linen Traveling Auditors	6	13	100% Clerical	Check count of clean linen and soiled linen on Pullman cars and at Pullman laundries and storerooms. In general they check the use of and handling of Pullman linen and audit linen accounts.
Traveling Ticket Auditors	7	13	100% Clerical	Audit Pullman ticket accounts in railroad ticket offices throughout the United States which necessitates traveling from headquarters in Chicago to those points.
Secretaries	33	9	100% Clerical	Perform stenographic work for the Head of Department and frequently handle confidential steno work of his assistants. Perform work of a confidential nature, including assisting the Chief Clerk with personnel records and in taking care of confidential files and records of the Department. Protect telephone calls of the Department Head and arranges appointments for him. Handle considerable routine correspondence for the Department Head and formulate replies on other correspondence and such other matters as directed.
Paymaster	1	6	100% Conductor	Records and disposes of unclaimed salaries and unclaimed checks of employes. Receives and processes all wage liens (assignments, garnishments, tax levies, etc.) directed against employes at all points where The Pullman Company has employes. Handles correspondence in connection therewith.
Ticket Agent	(No employes carried under this title at the present time)			
General Bookkeeper in General Auditor's Office	1	5	100% Clerical	Performs all bookkeeping on general books of the Company. The duties of this employe are strictly confidential.
Commissary Accountant in General Auditor's Office	(No employes carried under this title at the present time)			

Title	Number of Employes	ICC Reporting Division Number	Percentage-wise Showing of Class Promoted From	Description of Duties
Supervisor, Ticket Cash Fare Bureau	1	5	100% Clerical	Supervises a large group of women clerical employes in tabulating ticket and cash fare receipts.
Special Representatives in office of Supervisor of Industrial Relations	2	9	100% Clerical	Prepare ex parte and supplemental statements of Management's position on unadjusted employe grievances and claims for submission to the National Railroad Adjustment Board, and to divisions of the Pullman System Board of Adjustment, involving confidential research and dictation in connection therewith. Perform research work in connection with wage and rules demands of all classes of Pullman employes; prepare and handle employe grievances and claims prior to and in hearings with employes and their representatives; represent Management at discipline hearings; formulate memoranda interpreting rules of working agreements covering all classes of employes.
Special Representative in office of Superintendent of Yards	(No employe carried under this title at the present time)			
District Claims Agents	4	20	75% Conductor 25% Clerical	Handle cases involving passenger complaints and claims which develop in their territory or which are directed to them by General Office. They investigate and settle such cases through personal contact with passengers or with counsel employed by passengers. Confer with Law Department on basis for settlement. Interview witnesses and obtain statements when law suits are impending or when employe discipline may be involved. Make on-the-ground settlement of claims at time of occurence. They are subordinate officials.
Claims Adjusters Claims Investigators Claims Investigator-Adjusters	5	20	60% Clerical 40% Conductor	Investigate and settle passenger complaints and claims through correspondence or personal contact with passengers or their counsel. Confer with Law Department on basis for settlement. Interview witnesses and obtain statements when law suits are imminent or when employe discipline may be involved.

Title	Number of Employes	ICC Reporting Division Number	Percentage-wise Showing of Class Promoted From	Description of Duties
Claims Adjuster (on payroll of Director of Safety and Compensation)	1	20	100% Clerical	This position is located in New York and the employe assigned appears as the Company's representative before the New York Workmen's Compensation Commission on all cases arising in the Penn. Terminal and New York Districts. He also appears before the New Jersey Workmen's Compensation Commission regarding cases arising in districts and agencies in New Jersey. He must have a thorough knowledge and understanding of the Workmen's Compensation Acts.
Investigator in the Office of Director of Safety and Compensation	1	20	100% Clerical	Checks and follows up Workmen's Compensation claims coming into the office of Director of Safety and Compensation. It is his responsibility to see that all evidence that is required by the various Compensation Acts, such as investigation reports, medical reports, etc., are properly assembled and that the case is prepared for processing to the Commission involved. He handles all correspondence in connection therewith.
Supervisors - Car Employe Operations	4	4	100% Clerical	Analyze car service employes signout records to check their conformance with the respective working agreements, and handle related correspondence. Check time sheets to see that credit and pay rules of agreements are being observed. Interpret rules of Agreements covering car service employes for districts and agencies. Check forms prepared by car service employes covering special service and extra movements to determine that accurate information is being provided for Accounting Department. Review operating schedules of car service employes to determine that they conform to rules of the working Agreements. Review forms covering lines instituted or changed to determine effect of such changes on present or proposed operations of car service employes. Handle correspondence with districts and agencies relative to operation of car service employes and questions concerning time worked by these employes. Analyze monthly reports of earnings of extra car service employes in order to direct force adjustments. Prepare special data for analytical purposes in connection with car service employe operations and for use in agreement negotiations.

Title	Number of Employes	ICC Reporting Division Number	Percentage-wise Showing of Class Promoted From	Description of Duties
Assistant Chicago Commissary (1st)	1	2	100% Clerical	Assists Chicago Commissary in handling of investigations, commissary shortages, personnel problems of road service men, such as complaints, reports of unusual incidents and other personnel problems, and in the handling of inspection reports and instructions regarding operating features. Assists Chicago Commissary in supervising employes in the operation of the signout office and employes who prepare operating schedules, vacation schedules, forms relative to sick claims, "in-charge" forms, transportation requests, injuries and inventory reports. Supervises employes who handle questions of shortages and the issuance of commissary equipment to road service employes. Assists Chicago Commissary in handling correspondence relative to the operation of the commissary. Handles matters relative to the transfer of road service employes from one district to another, resignations, seniority rosters, leaves of absence and operation of Chicago District Commissary employes in out-of-town assignments. In general, he assists the Chicago Commissary in the operation of the Chicago Commissary District and in the absence of the Chicago Commissary assumes charge of the Chicago Commissary District. This employe acts in the capacity of the First Assistant District Superintendent of the Chicago Commissary District.
Assistant Chicago Commissary (2nd)	1	2	100% Clerical	Assists in supervising employes at the Chicago Commissary District and gives general supervision to employes at other commissaries in Chicago; dispatches commissary trucks, ascertains proper route thereof and supervises maintenance thereof; handles and prepares records pertaining to payroll of employes in the Chicago Commissary District; handles the employment, preparation of forms and interviews with regard to the employment of clerical help; assists in the taking of inventories; audits and prepares records pertinent thereto. He relieves the first assistant and in the absence of the first assistant and the Chicago Commissary assumes overall charge of the Chicago Commissary District. This employe acts in the capacity of the Second Assistant District Superintendent in the Chicago Commissary District.

Title	Number of Employes	ICC Reporting Division Number	Percentage-wise Showing of Class Promoted from	Description of Duties
Supervisor, Car Employes Investigations	1	4	100% Clerical	Directs districts and agencies in conducting investigations involving possible discipline of car service employes. Reviews completed investigation file to determine whether all angles are covered and whether hearing is indicated. Consults with Industrial Relations Department on questions pertaining to investigations, discipline, hearings, grievances and appeals.
Supervisor, Personnel Bureau		(This position is now in Vice-President's Office and is therefore automatically "excepted." This position was in Asst. Vice-President's Office when created.)		
Accountant, Property Bureau	(No employe carried under this title at the present time)			
	NOTE: The following titles are not listed in Rule 3 but are included among "Excepted positions" as a result of supplemental agreements.			
Chairman, Stationery Committee	1	5	100% Clerical	Supervises stationery room, photostat and reproduction room. Passes on stationery requisitions and the reordering of forms and the instituting of new ones. Also reviews forms in use at the present time with the view of eliminating or consolidating them. Checks into any increase in the stationery and printing expenses. Has overall supervision of office machine maintenance for all departments in the general offices.
Chief Supervisor I.B.M. Bureau	1	5	100% Clerical	This employe has direct supervision of payroll preparation, preparation of miscellaneous reports, key punching operation, and must have a knowledge of the Railroad Retirement Board requirements and forms.
Supervisor, I.B.M. Bureau	1	5	100% Clerical	This employe supervises operation of machines in the I.B.M. Bureau in connection with the preparation of payrolls and statistical reports, and performs other work as assigned by the Chief Supervisor.

Title	Number of Employes	ICC Reporting Division Number	Percentage-wise Showing of Class Promoted from	Description of Duties
Supervisor Steno-Typing and Calculating Bureau	1	5	100% Clerical	Supervises personnel and assignment of work to approximately 40 employes in the Steno-Typing and Calculating Bureau.
Car Distributors	12	6	100% Clerical	Responsible for assignment, operation and shopping of Pullman cars on all railroads throughout the country and moving cars from one section of the country to another as necessary. Must keep accurate records of cars assigned and operated on roads, with complete description of equipment, etc. Distribute, operate and dispose of cars in connection with both regular line, extra and special service; also Military traffic, including all deadhead movements and switching of equipment from one road to another. Perform miscellaneous duties and prepare special statements in connection with this class of work. Handle correspondence in connection therewith. Incumbents must have extensive experience in Pullman Car Service movements and functions; practical training in railroad practices and operations, consisting of switching costs, yard conditions, etc., and Rail geographical knowledge in assigning and moving Pullman cars. They must have exceptional ability to make quick and immediate decisions to avoid train delays, etc.

Chicago - June 6, 1949
JPL:evc

INFORMATION REGARDING "STOREROOM NON-CLERICAL EMPLOYES" EMPLOYED BY THE PULLMAN COMPANY IN ITS REPAIR SHOPS, REPRESENTED BY THE BROTHERHOOD OF SLEEPING CAR PORTERS, SUBMITTED TO THE NATIONAL MEDIATION BOARD IN CONNECTION WITH THE DETERMINATION OF THE PROPER CLASSIFICATION OF EMPLOYES INVOLVED IN NATIONAL MEDIATION BOARD CASE NO. R-2137.

Title	Number of Employes	ICC Reporting Division Number	Percentage-wise Showing of Class Promoted from	Description of Duties
STOREROOM NON-CLERICAL EMPLOYES IN REPAIR SHOPS				
Paint Distributors	5	56	80% Clerical 20% Labor	Work in paint rooms. Issue paint, brushes and other miscellaneous materials required by painters in the performance of their duties. Must have knowledge of the various types of paints used for different paint jobs. They are not responsible for maintenance of stock, nor are they responsible for maintaining paint storeroom records.
Packers	18	72	17% Clerical 6% Mechanical 6% Labor 71% Storeroom Non-Clerical	Pack material for shipment to districts and agencies. Construct crates that are required for shipment of materials. Must have knowledge of freight rates and proper method of packing material to conform to ICC specifications.
Truck Operators	8	24	100% Labor	Employes carried under these titles in the shops operate small trucks such as "chore boys" around the shop in connection with transporting materials.
Electric Truck Operators		24		
Electric Truck Drivers		24		
Gas Truck Drivers		24		
Chauffeurs	7	24	100% Labor	Employes carried under these titles on the storeroom payroll in the shops operate large gasoline trucks either in the shops or outside of the shops on city streets.
Material Delivery Men	2	72	100% Clerical	Employes are carried under this title only at Calumet Shops. Deliver necessary material for repairing of Pullman cars from the storeroom in the shops to the various departments in the shops. Operate small vehicles when the material to be delivered necessitates it. Pick up materials which have been repaired in various departments and which are to be put back in stock.
Scrap Sorters	2	71	100% Clerical	Sort scrap material for resale to scrap dealers. Must have adequate knowledge of various classes of scrap. They are responsible for weighing scrap and in general making it ready for resale.

Title	Number of Employes	ICC Reporting Division Number	Percentage-wise Showing of Class Promoted from	Description of Duties
MISCELLANEOUS NON-CLERICAL EMPLOYES IN REPAIR SHOPS				
Goggle & Respirator Room Attendants	6	11	50% Clerical 50% Mechanical	Repair and maintains safety goggles and respirators in a room provided for that purpose. Issue new goggles and respirators when necessary. Also sell and take orders for safety shoes.
NOTE: (At conference held June 17, 1942, between representatives of the Company and of the Pullman Clerks' Association, it was agreed that Goggle & Respirator Room Attendants do not come within the scope of the Clerks' agreement because the preponderance of their duties are mechanical.)				
Transfer Table Conductors	5	70	100% Labor	Supervise the movements of the Transfer Tables and the transfer of cars and material trucks thereby.
Transfer Table Operators	5	70	100% Labor	Operate the Transfer Tables used in moving cars and materials in and out of repair shop buildings.
Transfer Table Helpers	13	70	100% Labor	Assist in the moving of cars and materials via the Transfer Tables by carrying the Transfer Table cables and hooking the cables onto cars to be moved, etc. Block stop cars.
Hook-Ons	8	70	100% Labor	Follow or precede the locomotive crane around the shop hooking on to the crane material that is to be handled by the crane.

Title	Number of Employes	ICC Reporting Division Number	Percentage-wise Showing of Class Promoted from	Description of Duties
Tractor Operators	6	24	100% Labor	Employes carrying these titles perform the work of driving gasoline tractors around the shop pulling trailer trucks in connection with transporting materials.
Wheel Loaders	3	71	100% Labor	Load and unload wheels on freight cars.
Screw Sorters	2	71	New Employes	Sorts used screws removed from cars. This is a salvage operation because we have found that some savings can be effected by sorting the good screws that are fit to be reused.
Dining Room Supervisors	3	97	New Employes	Supervise cafeteria operations. Also prepares food, etc.
Cook	1	96	New Employe	Prepares food in shop cafeteria.
Dining Room Helpers Helper, Cafeterias Waitresses	6	97 97 97	New Employes	Employes under these three titles perform the same work, i.e., assisting the Dining Room Supervisor in preparing and serving food in shop cafeterias.

CHICAGO - June 6, 1949
JPL:es

LAW OFFICES
RAUH AND LEVY
1631 K STREET, NORTHWEST
WASHINGTON 6, D.C.

JOSEPH L. RAUH, JR.
IRVING J. LEVY
MITCHELL J. COOPER

REPUBLIC 7795

Storeroom
non-Clerical

June 7, 1949

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

Dear Mr. Randolph:

I forward you herewith a copy of our brief in the Storeroom Non-Clerical case which we are filing with the National Mediation Board today.

Sincerely yours,

Joe Rauh

Joseph L. Rauh, Jr.

Enclosure

LAW OFFICES
RAUH AND LEVY
1631 K STREET, NORTHWEST
WASHINGTON 6, D.C.

JOSEPH L. RAUH, JR.
IRVING J. LEVY
MITCHELL J. COOPER

REPUBLIC 7795

Storeroom
non-Clerical

June 7, 1949

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

Dear Mr. Randolph:

I forward you herewith a copy of our brief in the Storeroom Non-Clerical case which we are filing with the National Mediation Board today.

Sincerely yours,

Joe Rauh

Joseph L. Rauh, Jr.

Enclosure

Before the

NATIONAL MEDIATION BOARD

Washington, D. C.

In the Matter of)
REPRESENTATION OF EMPLOYEES)
of) CASE No. R-2137
THE PULLMAN COMPANY)
(Storeroom Non-Clerical Employees)

BRIEF FOR THE BROTHERHOOD OF SLEEPING CAR PORTERS

INTRODUCTION

This is a proceeding -- a part of a larger proceeding -- to determine whether the storeroom non-clerical employees of the Pullman Company are to be considered as a craft or class, as they have historically been considered, or whether they are to be lumped in as a part of an omnibus craft or class designated by the Brotherhood of Railway Clerks as clerical, office, station and storehouse employees. This brief of the Brotherhood of Sleeping Car Porters is directed at this single question and does not deal with the remainder of the proceeding wherein the Railway Clerks seek to bring other groups of employees within this omnibus craft or class.

On December 24, 1946, after a complete investigation, full public hearings and an election among the employees involved, the National Mediation Board certified the Brotherhood of Sleeping Car Porters as the duly designated and authorized representative of the storeroom non-clerical employees of the Pullman Company (R-1625). Although five different labor organizations participated in this election which was won by the Brotherhood of Sleeping Car Porters, the Railway Clerks did not so participate (R-1625), nor have they at any time prior to the present hearing shown the slightest interest in representing the storeroom non-clerical employees of the Pullman Company.

On February 4, 1949, the Brotherhood of Railway Clerks requested the services of the National Mediation Board for the purpose of securing certification of the craft or class of employees of the Pullman Company designated by the Railway Clerks as follows: "Clerical, office, station and storehouse employees." No definition of this craft or class was given in the request or at any time during this proceeding, the theory of the Clerks apparently being as stated at the hearing, that "here is a group that everybody should be included in" (Tr. 109). No reason was given by the Railway Clerks in their application to the Mediation Board why the 1946 certification of the Brotherhood of Sleeping Car Porters should now be upset, nor was any suggestion made in the application or at any later stage of this proceeding that the representation of the Pullman storeroom non-clerical employees by the Brotherhood of Sleeping Car Porters has not been entirely satisfactory to, and in the best interest of, these workers. Despite the failure of the Railway Clerks to give any reason why the 1946 certification should now be upset, the National Mediation Board included this question in the hearing on the Railway Clerks' application.

The hearing took place on April 14th and 15th. The Railway Clerks did not produce a single witness employed as a storeroom non-clerical worker either on the Pullman Company or on the railroads. They did produce a number of witnesses employed on various railroads in other categories of work which the Clerks are trying to encompass in the omnibus craft or class which they claim, but none of these witnesses were or ever had been a storeroom non-clerical employee. The sole evidence in support of the Clerks' contention that the storeroom non-clerical employees are within their designated omnibus craft or class was the statement by their Vice Grand-President that employees of this type on the railroads are covered by agreements negotiated by the Brotherhood of Railway Clerks (Tr. 119-120); this, said the Clerks, is "conclusive upon the (Mediation) Board" (Tr. 330). The Vice Grand-President gave no details on the number of workers on the railroads doing the work that he asserted was similar to that of the storeroom non-clerical employees on the Pullman Company or of the duties actually performed by these railroad workers. He was unable to explain the failure of the Clerks to enter this field in its 50 years' history (Tr. 221-228), to outline any plan for representing these employees (Tr. 215) or to give a single instance where any such employee had requested the services of the Railway Clerks (Tr. 228). Just as the

Railway Clerks had never been interested in representing these employees until the year 1949, so they treated them as an afterthought even at the hearing where they sought the right to represent them. In this proceeding, the National Mediation Board is being asked by the Railway Clerks under the guise of a request for a ruling on craft or class, to take a group of employees away from the representatives of their choosing and put them under the representation of a group who have never paid the slightest attention to them, have no plans for their representation, and have treated them as an afterthought at this very hearing. We are confident the Board will not accede to so presumptuous a request.

HISTORY OF THE STOREROOM NON-CLERICAL EMPLOYEES OF THE PULLMAN COMPANY

Storeroom non-clerical employees employed by the Pullman Company are the men who work in the linen and storerooms and perform the various duties in connection with supplying the Pullman cars. Their work consists of (1) supplying these cars with such materials as linen, toilet paper, liquid soap, deodorizers, brasses, blankets, pillows, and all of the other things that go to keep up a Pullman car; (2) handling all the materials that come into the yards by way of car service from different points, including such materials as linen, door checks, fans, etc., and placing these materials in the storerooms; (3) unloading trucks from central storerooms containing motors, car repair parts, air compressors, brasses, liquid soap, bar soap, Kleenex, deodorizer, salt, train line, bell connectors, first aid boxes, stepping boxes, and all other Pullman equipment; (4) counting stock linen, fumigating linen, putting linen in bags to be loaded on trucks and on cars, removing soiled linen, and bringing soiled linen out of the storeroom and loading it on laundry trucks; (5) filling bags of salt for cars, keeping the storerooms clean, handling the little motor trucks referred to as "chore boys", and performing miscellaneous labor (Tr. 334-335, 378-379). There are about 650 such employees, of whom about 550 are in the yards and 100 in the shops (Tr. 351).

Prior to the agreement of 1937 between the Independent Pullman Workers Federation (a so-called "company union") and the Pullman Company, the men who performed this work were classified as equipment checkers, linen checkers, liquid soap carriers, linen carriers, head linen checkers, head car suppliers, linen baggers and laborers (Tr. 335-336). In the 1937 agreement between the Independent Pullman Workers Federation and the Pullman Company this entire group was classified as storeroom non-clerical employees and a separate seniority roster was provided for the group (Tr. 336).

The Preamble of the 1937 Agreement read as follows:

> "Agreement between the Pullman Company and Employees in the service of the Pullman Company performing mechanical labor, storeroom non-clerical and car cleaning work in the maintenance and conditioning of equipment in districts and agencies in the United States of America and in Canada. . . represented by the Independent Pullman Workers Federation" (Tr. 337 - emphasis supplied).

The scope rule of this Agreement read as follows:

> "Those rules shall govern the hours of service and working conditions of all mechanical, labor, storeroom non-clerical and car cleaning employees... who are engaged in the maintenance and conditioning of equipment, employed in the carpet repair room-mechanic shop in Chicago, and in the districts and agencies of the Pullman Company in the United States of America and in Canada" (Tr. 337 - emphasis supplied).

From 1937 on the storeroom non-clerical employees were represented by the Independent Pullman Workers Federation (Tr. 338). Then later, several years ago, the storeroom non-clerical employees appealed to the Brotherhood of Sleeping Car Porters to start an organization drive among the employees in this category (Tr. 345). A campaign to organize these men was initiated (Tr. 338) and, after an investigation and hearing by the Mediation Board, an election was held in December, 1946, as a result of which the Brotherhood of Sleeping Car Porters was designated as the representative of the storeroom non-clerical employees of the Pullman Company (R-1625).

The Brotherhood of Sleeping Car Porters immediately went to work and negotiated an amendment to the then existing agreement with the Pullman Company covering these employees (Tr. 339-340). A number of changes were made in the rules to facilitate the Brotherhood's handling of the cases of the storeroom non-clerical employees before the National Railroad Adjustment Board until such time as an entire revised agreement could be written (Tr. 340).

The Brotherhood of Sleeping Car Porters, as the duly authorized and certified representative of the storeroom non-clerical employees, served notice on the Pullman Company as of April 29, 1948, requesting an increase in pay of 25 cents per hour and a reduction of the workweek to 40 hours along the same lines as the request submitted by the 16 non-operating unions (Tr. 340). The Brotherhood negotiated a memorandum agreement with the Pullman Company as of March 31, 1949, wherein the Company agreed to grant the general 7 cent-an-hour increase in pay to the storeroom non-clerical employees and arranged within sixty days to work out an application of the 40 hour week to be effective September 1, 1949 (Tr. 340).

During the time that the Brotherhood of Sleeping Car Porters has represented the storeroom non-clerical employees, it has set up local divisions in the larger districts where there are a sufficient number of employees in this category to comprise such divisions. Thus, divisions have been established in Chicago, New York, New Orleans, St. Louis, Washington, D.C., Boston, Kansas City, Miami, and other large centers (Tr. 341). In the Pullman Districts where there are only a very few storeroom non-clerical employees, it has not been possible to set up such a local division. In all cases, however, the Brotherhood of Sleeping Car Porters has handled the grievences of storeroom non-clerical employees, advancing them from the head storekeeper up through Mr. Reed, chief maintenance officer of the Pullman Company (Tr. 341). The Brotherhood has been functioning effectively in behalf of this group of employees since the time that it was certified so to do (Tr. 341). And, at the Brotherhood's last Convention in September, 1948, the representatives of the storeroom non-clerical local divisions played an active and admittedly satisfactory role (Tr. 407-409).

POSITION OF THE PULLMAN COMPANY

Mr. H.R. Lary, Supervisor of Industrial Relations of the Pullman Company (Tr. 7) testified at length on behalf of the Company. At this point it will be sufficient to quote the following paragraph from Mr. Lary's testimony (Tr. 379):

> "Mr. Webster went a little far back in history. He said from time immemorial these people have been considered as a separate class or craft. I am not going to attempt to go that far back, but I have been with the Pullman Company for 37 years, and in that time to my personal knowledge storeroom non-clerical employees of Pullman Company have been considered and treated as a class of employees separate and apart and distinct from Pullman clerical employees."

ARGUMENT

An examination of the Annual Reports and decisions of the National Mediation Board evidences the factors or tests utilized by the Board to determine the appropriate craft or class in various situations. The tests have been described at different times in different languages, but inherently they come down to four major separate factors:

1. The collective bargaining history.
2. The type of work done by the employees, including their working characteristics, skill, etc.
3. The community of interest of the employees, including questions of seniority, promotion, pay, union affiliation, management policies.
4. Choice of the employees themselves.

It is very seldom that the Board has considered it necessary to examine into all of these factors or tests in any given case. Thus, in its First Annual Report (1935) the National Mediation Board stated that "so far as possible the Board has followed the past practice of the employees in grouping themselves for representation purposes and of the carriers in making agreements with such representatives". But where this historical development has not been deemed an all-conclusive factor, the Board has considered other of the tests enumerated above. For the purpose of this case, it is not material which or how many of these tests the Board seeks to apply to the facts before it. Whether the Board applies any one or more of these four tests or all four of them, it can properly come only to the conclusion that the storeroom non-clerical employees of the Pullman Company are a separate and distinct craft or class and not a part of a vague omnibus group now being suggested at this late date by the Brotherhood of Railway Clerks. Each of the four tests, upon analysis, supports this conclusion and we set forth below a brief statement applying each of the tests to the facts before the Board.

HISTORY OF COLLECTIVE BARGAINING

As has already been made abundantly clear, the storeroom non-clerical employees of the Pullman Company have historically been considered as a separate and distinct craft or class. Prior to 1937 they were classified as equipment checkers, linen checkers, liquid soap carriers, linen carriers, head linen checkers, head car suppliers, linen baggers, and laborers, but even when so classified they were, according to the Pullman Company's testimony, "considered and treated as a class of employees separate and apart and distinct from Pullman clerical employees" (Tr. 379). Then in 1937, the Independent Pullman Workers Federation negotiated a collective bargaining agreement with the Pullman Company covering storeroom non-clerical employees as a separate and distinct craft or class with its own seniority roster. The Independent Pullman Workers Federation represented the craft or class of storeroom non-clerical employees until 1946, when, after investigation, hearing and election, the Brotherhood of Sleeping Car Porters became the certified representative (R-1625). Since 1946, the Brotherhood has not only represented these employees effectively, but has also organized them into local divisions and has integrated them into the operation of its Union.

The Railway Clerks produced no evidence at the hearing to contradict the collective bargaining history of this group of Pullman Company employees as we have outlined it. What the Clerks contended was that the situation is different on the railroads and the Pullman Company's employees should be classified just the same way as are railroad employees. But the argument would be just as forceful in reverse. Why not declare craft or class lines on the railroads in accordance with those on the Pullman Company? The Railway Clerks produced no evidence to show that there were more employees doing this type of work on the railroads than there were on the Pullman Company, and gave no reason why the railroad pattern should be automatically applied to Pullman employees. Indeed the Railway Clerks failed to show just what work on the railroads was in fact identical with the work of the storeroom non-clerical employees on the Pullman Company. The Railway Clerks did not produce at the hearing a single employee of any railroad doing this type of work and the storekeepers on the railroads they did produce as witnesses either admitted an absence of knowledge of storeroom non-clerical work (Tr. 164) or admitted wide differences between the work of employees so designated on the railroads and on the Pullman Company (Tr. 170-176). For example, a Clerks' witness admitted that the so-called storeroom non-clerical employees on the railroad for which he worked did not handle any linen (Tr. 170); he admitted that it was an exceptional case when such an employee took supplies from the storehouse to the cars (Tr. 171); and he stated that non-clerical workers could be promoted to the clerical group (Tr. 176). All of these are vitally different from the situation of the storeroom non-clerical employees of the Pullman Company (Tr. 334-335, 393).

What the Railway Clerks are asking the Mediation Board to do here is to take a separate and distinct craft or class of employees on the Pullman Company and lump them in with other groups of employees of the Pullman Company for representation purposes simply because certain employees on the railroads whose functions the Clerks have not even shown to be comparable to those of the storeroom non-clerical employees of the Pullman Company are treated as a part of the clerical craft or class on those railroads. There is no precedent at the Mediation Board for arbitrary action of this kind.

II

NATURE OF WORK OF THE EMPLOYEES

Examination of the duties of storeroom non-clerical employees of the Pullman Company indicates that their work has little in common with that of the clerical and other workers with whom the Railway Clerks would now lump them. By their very name they are set apart from the clerical workers. And what could be farther apart than the supervisory duties of the storekeepers - whom the Railway Clerks are also trying to lump into this craft or class - and the duties of these storeroom non-clerical employees. Indeed, the Clerks frankly stated at the hearing that the storeroom non-clerical employees were at the "other extreme" from the storekeepers (Tr. 9).

As already indicated, the Railway Clerks did not produce any storeroom non-clerical workers to give evidence at the hearing nor did they produce any other evidence showing the similarity of their work to that of the remainder of the craft or class designated by them. The Brotherhood of Sleeping Car Porters, however, produced as witnesses three employees who actually performed this work day after day and who made clear the difference between their work and that of the Clerks. One storeroom non-clerical worker, who had been doing this type of work for 23 years for the Pullman Company, testified that it was "dirty" work (Tr. 391) requiring him to "wear overalls, blue shirts, safety shoes" (Tr. 392). He testified that the clerks work in a different part of the building; they sit upstairs at desks "all the time" (Tr. 394). His work was manual unskilled work in the storeroom and the yards (Tr. 388-390). Other witnesses for the Brotherhood supported this testimony (Tr. 400, 404).

Mr. Lary, Supervisor of Industrial Relations for the Pullman Company, testified that the work of storeroom non-clerical employees is much more akin to that of car cleaners - whose work is also manual, unskilled and dirty - than of clerical workers (Tr. 379). He stated that they had the same rates of pay and that there is considerable interchange between car cleaners and storeroom non-clerical employees particularly as far as relief on days off is concerned (Tr. 379-380). Despite this similarity, Mr. Lary did not feel that the storeroom non-clerical workers were part of the carman's craft or class (Tr. 385) apparently because they had been treated historically as a separate and distinct class of employees (Tr. 379).

As far as the working characteristics of the two groups are concerned, the Brotherhood of Railway Clerks has not even attempted to produce any evidence of similarity. The Brotherhood of Sleeping Car Porters might well have rested on the failure of the Brotherhood of Railway Clerks to maintain the burden of proof in upsetting the present representation of these storeroom non-clerical workers by the Sleeping Car Porters. However, the Sleeping Car Porters did not let the matter rest there; they affirmatively produced evidence showing the distinct dissimilarity in working characteristics of the two groups. Here again, as in the test of the historical choice of the employees, the evidence fully supports the contention that non-clerical employees are a separate and distinct craft or class.

III

COMMUNITY OF INTEREST OF EMPLOYEES

There is no community of interest between the storeroom non-clerical employees and those represented by the Brotherhood of Railway Clerks. A non-clerical storeroom employee cannot even be promoted to the position of a clerk. The uncontradicted testimony of a storeroom non-clerical employee of the Pullman Company for 23 years reads as follows:

> "Q. Are you eligible for any sort of promotion to a clerk?
> A. No, we are not.
> Q. Have you ever known one of your non-clerical storeroom employees, since you were there, to be promoted to be clerk?
> A. No. One time he asked for the position, but they changed us around, made us linen truckers, and so forth, like that, separate, and we never did get any promotions" (Tr. 393).

Furthermore, the non-clerical storeroom employees have been on an entirely separate seniority roster from the employees represented by the Railway Clerks (Tr. 336-338, 393). There is no interchange of positions between the two groups and as Mr. Lary testified, when they need an extra non-clerical storeroom worker they take them from the car cleaning group and not from the clerical group (Tr. 379-380).

Furthermore, similarity on pay scales is to the car cleaners and not to the clerical group (Tr. 379).

As far as union affiliation is concerned, the workers have never belonged to the Brotherhood of Railway Clerks despite the 50 years of Railway Clerk history. They were represented by the Independent Pullman Workers Federation for many years and since 1946 by the Brotherhood of Sleeping Car Porters. They are now not only represented by the Sleeping Car Porters but have been completely integrated into that Union. Lodges of these storeroom non-clerical employees have been set up which send delegates to the National Convention of the Brotherhood of Sleeping Car Porters (Tr. 407). At the 1948 Convention there were representatives present from the lodges of non-clerical storeroom employees in Washington, D.C., Philadelphia, New York, Miami, Florida, St. Louis and Kansas City, and the special problems of storeroom non-clerical employees were carefully considered by the full Convention (Tr. 408)

As far as management policies are concerned, the Pullman Company has considered and treated storeroom non-clerical employees "as a class of employees separate and apart and distinct from Pullman clerical employees" (Tr. 379). What little integration there has been with other Pullman employees has been with car cleaners not clerical employees (Tr. 379-380).

There is no community of interest whatever between the Brotherhood of Railway Clerks and these storeroom non-clerical employees. The non-clerical workers have a separate seniority roster. They cannot be promoted to clerks. Their pay scale is different. Management policy treats them separate and apart. The community of interest lies with the Sleeping Car Porters into whose union they have now been fully integrated. The Railway Clerks are asking the Mediation Board to shift a group of workers from representation by those with whom their community of interest is firmly established to representation by a group with whom there is no community of interest whatever.

We recognize that the Board has consistently taken the position that it will not determine craft or class lines upon the basis of color. We are not asking the Board to draw such a line now. But we do feel called upon to point out to the Board that the Railway Clerks have shown themselves totally disinterested in these storeroom non-clerical employees - practically all of whom are Negroes (Tr. 393, 399, 403) - throughout its 50-year history; The Clerks have demonstrated by their actions that they have no community of interest with these colored workers.

IV

THE CHOICE OF THE EMPLOYEES

The choice of the employees themselves is a factor sometimes considered by the National Mediation Board as it has been by the National Labor Relations Board under the so-called Globe doctrine and the choice of the employees in this case is clear. They are practically all members of the Brotherhood of Sleeping Car Porters, their representatives attended the Brotherhood's Convention where their problems were fully considered and they have become integrated into the operation of the Brotherhood. By way of contrast, the record is devoid of any showing that a single storeroom non-clerical employee of the Pullman Company ever asked the Clerks to enter the field. Indeed, the record indicates that no such worker was ever approached by the Brotherhood of Railway Clerks until after this proceeding was begun (Tr. 396, 398, 401, 406).

The preference of the employees is thus clear. However, if the Board should desire to hold an election among these storeroom non-clerical employees to determine their preference on the issue of craft or class in question, the Brotherhood of Sleeping Car Porters would favor that method as a democratic solution to the problem.

CONCLUSION

We have shown that all the relevant factors - the collective bargaining history, the type of work done, the community of interest, and the choice of the employees themselves - require a decision by the Mediation Board that storeroom non-clerical employees of the Pullman Company are a separate and distinct craft or class and cannot properly or practically be lumped in with the clerks and other groups represented by the Brotherhood of Railway Clerks. Indeed it seems hard to see how the case could be considered a close one. The Brotherhood of Railway Clerks has a real burden to carry in its effort to upset the existing class or craft represented by the Sleeping Car Porters. It has not only failed to meet this burden, but on the contrary the Brotherhood of Sleeping Car Porters has shown that every relevant factor supports its contention that the storeroom non-clerical workers should remain the separate and distinct craft or class which its history has made it.

But if this were indeed a close case, equity and fairness would demand that these storeroom non-clerical workers not now be turned over to the mercies of the Brotherhood of Railway Clerks. For 50 years the Brotherhood of Railway Clerks has treated them as outcasts not worthy of their attention. Only now that they are well organized and integrated into the Brotherhood of Sleeping Car Porters have the Clerks shown the slightest interest in representing them, and even this as an afterthought after the filing of its application with the Mediation Board. It would be a travesty on justice to change the craft or class lines now when, for the first time in their history, these workers are receiving proper representation.

RESPECTFULLY SUBMITTED,

BROTHERHOOD OF SLEEPING CAR PORTERS

By /s/ Joseph L. Rauh, Jr.
Joseph L. Rauh, Jr.

/s/ Irving J. Levy
Irving J. Levy

/s/ Henry Epstein
Henry Epstein

Rauh and Levy
1631 K Street, N.W.
Washington 6, D. C.

June 7, 1949

ASA PHILIP RANDOLPH

SUBJECT FILE

BROTHERHOOD OF SLEEPING
CAR PORTERS
Legal Papers
Storeroom non-Clerical Employees
Case

June 17, 1949-Aug. 27,
1950 & undated

(2)

JOSEPH L. RAUH, JR.
IRVING J. LEVY
MITCHELL J. COOPER

LAW OFFICES
RAUH AND LEVY
1631 K STREET, NORTHWEST
WASHINGTON 6, D.C.

REPUBLIC 7795

June 17, 1949

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

Dear Mr. Randolph:

Yesterday we called the National Mediation Board to be sure that the reply briefs in the Storeroom Non-Clerical case were due today. They assured us that there had been no postponement and that today was the day. So we completed the brief yesterday and last night and had it mimeographed this morning. When we went to file the brief this afternoon we were told that a postponement had been made this morning. Naturally, we did not file the brief but are holding it until a new date for filing is set.

I enclose a copy of the reply brief. If you have any suggestions for improving it I should be glad to have them as we now have the additional time.

Sincerely yours,

Joe Rauh

Joseph L. Rauh, Jr.

Enclosure

Non-Clerical
Storeroom Employees

NATIONAL MEDIATION BOARD
WASHINGTON (25)

June 17, 1949

Cases No. R-2121
R-2157

Mr. Clarence M. Mulholland
Mulholland, Robie & McEwen
Suite 741 Nicholas Bldg.
Toledo 4, Ohio

Dear Mr. Mulholland:

This will acknowledge receipt of your request with reference to the reply brief to be submitted in behalf of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, concerning representation disputes involving employees of the Pullman Company.

It is noted that in view of the death of Mr. Frank L. Mulholland, Senior partner of your firm, that you request an extension of time for filing a reply brief in this matter. The time for filing is hereby extended to June 27, 1949, and a copy of this letter will serve as notice of this extension is being sent to the carrier management and other parties involved in these disputes.

Very truly yours,

Robt. F. Cole Sec.

Robert F. Cole
Secretary

cc: H. R. Lary, Pullman Company
J. P. Tahney, ARSA
M. P. Webster, BSCP
J. C. Rugen, Pullman Clerks Assn.
Montgomery Major, " " "
Rauh & Levy

PLEASE MAKE SUBMISSION AND REPLIES
TO CORRESPONDENCE IN DUPLICATE.

LAW OFFICES
RAUH AND LEVY
1631 K STREET, NORTHWEST
WASHINGTON 6, D.C.

JOSEPH L. RAUH, JR.
IRVING J. LEVY
MITCHELL J. COOPER

REPUBLIC 7795

Storeroom
non-clerical
make folder

June 27, 1949

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

Dear Mr. Randolph:

Here is a copy of the reply brief in the storeroom non-clerical case which we filed today with the National Mediation Board.

The brief is substantially the same as the one we previously sent you with some minor modifications and improvements.

Sincerely yours,

Joe Rauh

Joseph L. Rauh, Jr.

Enclosure

Before the

NATIONAL MEDIATION BOARD

Washington, D. C.

In the Matter of)
)
REPRESENTATION OF EMPLOYEES)
)
of) CASE NO. R-2137
)
THE PULLMAN COMPANY)
Storeroom Non-Clerical Employees)

REPLY BRIEF FOR THE BROTHERHOOD OF SLEEPING CAR PORTERS

The Brotherhood of Sleeping Car Porters has had some question as to the necessity or advisability of burdening the Mediation Board with a reply brief in view of the failure of the Brotherhood of Railway Clerks to set forth in its brief any substantial ground for a ruling in its favor. However, in view of the importance that the Brotherhood of Sleeping Car Porters attaches to proper representation of these Pullman storeroom non-clerical employees and their complete integration into the Brotherhood of Sleeping Car Porters during the past two and one-half years, we are filing this short reply brief to correct a number of errors and misconceptions in the Clerks' brief and to underscore a few of the major factors to be considered by the Board.

POSITION OF THE BROTHERHOOD OF SLEEPING CAR PORTERS

As is made abundantly clear in our original brief, the storeroom non-clerical employees of the Pullman Company have historically been considered as a separate and distinct craft or class (Tr. 335-345) with an entirely separate seniority roster (Tr. 336-338, 393). The work these men perform is dirty, manual and unskilled (Tr. 388-392, 400, 404) as compared to that of the clerks sitting at their desks (Tr. 394). They cannot be promoted to the position of a clerk (Tr. 393). There is no interchange of positions between the two groups; when an extra storeroom non-clerical worker is needed, he is obtained from the car cleaning group and not from the clerical group (Tr. 379-380). Pay scales are likewise related to the car cleaners and not to the clerical group (Tr. 379). The storeroom non-clerical employees are an integral part of the Sleeping Car Porters Union; separate lodges have been set up for these workers which are fully represented at the National Convention (Tr. 407-408). The choice of the employees themselves is clear. Thus, all the relevant factors -- the collective bargaining history, the type of work done, the community of interest, and the choice of the employees themselves -- require a decision that the storeroom non-clerical employees of the Pullman Company are a separate and distinct craft or class and cannot properly be lumped into the omnibus group for which the Clerks are contending.

POSITION OF THE PULLMAN COMPANY

The Clerks' brief admits that the storeroom non-clerical employees "have always been treated by the company for collective bargaining purposes separate from the clerical employees" (p. 19). Nor could they have done otherwise in view of the testimony of Mr. H. R. Lary, Supervisor of Industrial Relations of the Pullman Company:

> "Mr. Webster went a little far back in history. He said from time immemorial these people have been considered as a separate class or craft. I am not going to attempt to go that far back, but I have been with the Pullman Company for 37 years, and in that time to my personal knowledge storeroom non-clerical employees of Pullman Company have been considered and treated as a class of employees separate and apart and distinct from Pullman clerical employees" (Tr. 379).

POSITION OF THE RAILWAY CLERKS

The Railway Clerks are contending for an omnibus craft or class without even defining who or what should be included in it. Their theory is best illustrated by their counsel's statement at the hearing: "here is a group that everybody should be included in" (Tr. 109). The Clerks also frankly admitted at the hearing that the storeroom non-clerical employees were at the "other extreme" from the storekeepers (Tr. 9), but this did not prevent them from contending that both these groups and all those in between should be lumped together into one undefined omnibus craft or class.

The Clerks base their entire case on the contention that railroad employees performing substantially the same duties as Pullman storeroom non-clerical employees have been considered a part of the clerical-office-station-storehouse craft or class on the railroads, and that the railroad pattern should now be adopted for Pullman Company employees. The Clerks fail to give any reason why the railroad pattern should be automatically applied to the Pullman Company employees. The Clerks produced no evidence to show that there are more employees doing this same type of work on the railroads than there are on the Pullman Company, and gave no reason why the railroad pattern should be applied to the Pullman Company at this late date. Equally important, the Clerks failed to show at the hearing that the employees on the railroads, upon whom they were relying as comparable employees, were, in fact, engaged in work similar to that of the storeroom non-clerical employees of the Pullman Company. The Clerks did not bother to produce at the hearing even a single employee of any railroad doing this type of work; in contrast, the Brotherhood of Sleeping Car Porters produced three long-time storeroom non-clerical employees of the Pullman Company (Tr. 388-409). The railroad storekeepers the Clerks did produce as witnesses either admitted an absence of knowledge of storeroom non-clerical work (Tr. 164) or admitted wide differences between the work of employees so designated on the railroads and on the Pullman Company (Tr. 170-176). In the light of this, it is not clear where the Clerks get the basis for this statement in their brief (p. 21): "In the stores department of railroads, these employees are sometimes called store helpers, sometimes called material handlers, laborers, or commissary department employees, and their work is pretty generally the same as the work of Pullman non-clerical employees." This statement seems to be based on the testimony of Harold V. Gilligan and E. F. Jonas, two railroad storekeepers called by the Clerks as witnesses. But Mr. Gilligan admitted he was not familiar with the duties and responsibilities of the Pullman non-clerical employees (Tr. 170) and Mr. Jonas first admitted a lack of familiarity even on his own railroad (Tr. 190), but then, after counsel had refreshed his recollection (Tr. 190), remembered that he had three "oilers" under his jurisdiction (Tr. 191). There was no effort by either of these storekeepers to tie up the work on the railroads to that on the Pullman Company. Their testimony, like that of Vice-Grand President Gobel, failed to supply anything except generalities.

The Clerks have failed to make any showing that the employees on the railroads on whom they are relying as comparable employees perform similar duties to the Pullman storeroom non-clerical employees. Their argument boils down to this: Assume these railroad workers perform similar duties, assume there are many more of them on the railroads than on the Pullman Company, assume that the Pullman Company should automatically follow the railroad pattern, forget about the history of collective bargaining on the Pullman Company, forget about the nature of the work, the community of interest, and the choice of the employees -- and our case is proved.

WHAT THE CLERKS' BRIEF DOES NOT ANSWER

As pointed out earlier, the Clerks' brief concedes that the storeroom non-clerical "employees have always been treated by the company for collective bargaining purposes separate from the clerical employees" (p. 19). On the remainder of our case, there is simply silence. The Clerks do not answer the Sleeping Car Porters' contentions that:

> The work of the storeroom non-clerical employees is dirty, manual and unskilled, wholly different from that of the Clerks.
>
> These employees cannot be promoted to Clerks.
>
> These employees have different pay scales.
>
> These employees have a separate seniority roster.
>
> There is no interchange of employees between the two groups; interchange is between the non-clerical and the carmen groups.
>
> There is no community of interest whatever between these employees and the Clerks.
>
> Management policies treat these employees separate and apart.
>
> These employees are an integrated part of the Sleeping Car Porters Union, with their own lodges and representation at the National Convention.

THE CLERKS' STRAW MEN

The Clerks seem to contend (p. 23-25) that the Brotherhood of Sleeping Car Porters is relying largely upon such factors as the failure of the employees to ask for a shift in status, the predominance of Negroes in the group, and the laches of the Clerks. This conveniently overlooks the Brotherhood's major contention that all the relevant factors -- the collective bargaining history, the type of work done, the community of interest, and the choice of the employees themselves -- require a decision that the storeroom non-clerical employees of the Pullman Company are a separate and distinct craft or class. These other points go primarily to the extreme inequity of the Clerks' position and the unfairness of the result for which they contend; they are important points, but secondary.

As a matter of fact, it is a little hard to understand the Clerks' position with respect to the importance to be attached to the desires of the employees. In President George Harrison's letter of February 4th requesting the services of the Mediation Board in this case, he seemed to be willing to accept a secret representation ballot of the employees as a basis of decision if that became necessary. The brief of the Clerks is strangely silent about this. The Sleeping Car Porters would like to advise the Board that if it should consider the case a close one -- which seems extremely difficult to believe -- we would be prepared to abide by the outcome of an election among these storeroom non-clerical employees on the issue of the craft or class to be adopted.

We are as aware as the Clerks of the fact that the Board has consistently taken the position that it will not determine craft or class lines upon the basis of color. We are not asking the Board to draw any such line now as the Clerks well know. But we do feel called upon to point out to the Board the extreme inequity of taking this group -- practically all of whom are Negroes -- and handing them over on a silver platter to the Railway Clerks who have shown themselves totally disinterested in these workers and in Negro employees generally. Indeed, while the Clerks proudly announce in their brief (p. 25) that "Negroes are granted all of the privileges of any other member of that organization," their brief fails to state what the record clearly shows -- that all this was changed only in the last two years (Tr. 411) and cannot wipe away the years of ugly discrimination (Tr. 345-346).

The Brotherhood of Sleeping Car Porters does not rely primarily upon these equitable factors as the basis for a determination of craft or class in its favor. We believe the case is wholly clear on traditional craft or class considerations and demands a separate craft or class for Pullman storeroom non-clerical employees. The Clerks have failed to show any reason for upsetting the present stable bargaining relationships. But if by some chance the Board should consider this a close case, it must weigh the equitable factors and these demand that the Pullman storeroom non-clerical employees not now be turned over to the mercies of the Brotherhood of Railway Clerks. For 50 years the Brotherhood of Railway Clerks has treated them as outcasts not worthy of their attention. Only now, that they are well organized and integrated into the Brotherhood of Sleeping Car Porters, have the Clerks shown the slightest interest in representing them, and even this as an afterthought. The Brotherhood of Sleeping Car Porters has faithfully executed its trust as the representative of these men; it has given its time and effort and money to their proper representation and their development as a part of the Brotherhood. It would be a travesty on justice to change the historical craft or class lines now when, for the first time in their history, these workers are receiving proper representation.

RESPECTFULLY SUBMITTED,
BROTHERHOOD OF SLEEPING CAR PORTERS

By /s/ Joseph L. Rauh, Jr.
Joseph L. Rauh, Jr.
/s/ Irving J. Levy
Irving J. Levy

/s/ Henry Epstein
Henry Epstein

Rauh and Levy
1631 K Street, N. W.
Washington 6, D. C.

June 27, 1949

July 7, 1948

Mr. Joseph L. Rauh, Jr.
1631 K Street, N. W.
Washington, D. C.

Dear Mr. Rauh:

Thanks a lot for your letter of June 17th with copy of brief on the [illegible] [illegible] application. It looks like they were trying to pull a fast one by telling you that there would be no postponement in filing the brief when evidently there was the intention of postponing the date. You were right in not filing yours. I have no suggestions to offer. I think we have a chance to win.

Fraternally yours,

APR:[illegible]

A. Philip Randolph
International President

non clerical
Storeroom Employees

NATIONAL MEDIATION BOARD
WASHINGTON

In the matter of

REPRESENTATION OF EMPLOYEES

of the

PULLMAN COMPANY
(1) Storekeepers
(2) Clerical, office, station and storehouse employees

CASE NOS. R-2121
R-2137

DETERMINATION OF
CRAFT OR CLASS

September 29, 1949

STATEMENT

This determination is issued incident to the Board's investigation of representation disputes among employees of the Pullman Company pursuant to the provisions of Section 2, Ninth, of the Railway Labor Act, as amended. The two cases; i.e., R-2121 and R-2137, are based upon applications filed respectively by the American Railway Supervisors Association, Inc., (ARSA), and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employes, (BRC).

Following preliminary investigation through correspondence, the applications were docketed and on-the-ground investigations conducted by a mediator. In each case representatives of the contesting organizations were unable to agree on the proper grouping of employees for representation purposes. As a part of its investigation the Board ordered a public hearing and by appropriate notice requested the carrier to participate therein. The hearing was held at 220 South State Street, in the City of Chicago, Illinois, on April 14 and 15, 1949. All parties to the disputes and the carrier were given full opportunity to examine and cross-examine witnesses and introduce evidence bearing on the dispute.

CASE NO. R-2121

Application in this case was filed by ARSA for representation of district storekeepers and storekeepers employed by the Pullman Company. These employees are not presently represented for collective bargaining purposes.

It is the contention of ARSA that persons covered by its application are a separate craft or class for purposes of the Act. The BRC disputes this contention and insists that storekeepers are a component part of the craft or class of clerical, office, station and storehouse employees as established on railroads generally throughout the country.

CASE NO. R-2137

Application in this case was filed by the BRC for representation of the craft or class of clerical, office, station and storehouse employees of the Pullman Company.

As indicated above the BRC contends that storekeepers should not be treated separately for representation purposes as covered by the ARSA application in case R-2121.

Clerical employees and miscellaneous employees, such as telephone switchboard operators, watchmen, gatekeepers, elevator operators, and janitors, as covered by the BRC application are presently represented by the Pullman Clerks' Association, (PCA), and are covered by a labor agreement effective July 1, 1946, between this organization and the carrier. There is no dispute between the contesting organizations that the clerical and miscellaneous employees as covered by this agreement are a part of the craft or class of clerical, office, station and storehouse employees.

Also covered by the BRC application is a group of workers designated as storeroom non-clerical employees. Such employees are presently represented by the Brotherhood of Sleeping Car Porters (BSCP), under a certification issued by the Board on December 24, 1946, case No. R-1625. The BRC contends that this group of workers is a part of the craft or class of clerical, office, station and storehouse employees and should be included with other employees of the craft or class for the purpose of determining representation under the law. The BSCP disputes this contention and maintains that storeroom non-clerical employees are a separate and distinct group for representation purposes.

THE FACTS

1. The Pullman Company and the employees covered by the applicationsreviewed above in cases R-2121 and R-2137 are respectively a carrier and employees within the meaning of Section 1, First and Fifth, of the Railway Labor Act, as amended.

2. The Pullman company is largely a service company whose principal function is the providing of sleeping car service for the railroads of the country. It also operates parlor car and dining and buffet car service for certain railroads.

In its operations the Pullman Company has repair shops at six cities strategically located in various parts of the country, and other facilities at approximately 175 train yards for servicing cars between runs and making running repairs. 1/ It also maintains a large general office staff, district and division offices, commissaries, laundry

---

1/ TR. 99

plants and other operational entities in which various classes of employees are engaged to carry out the administrative, operational, and other functions in connection with its service performance.

The nature of the service performed by Pullman Company is closely related to service in connection with railroad operations, and hence the work of employees involved in this dispute closely resembles that of railroad employees such as storekeepers, clerical and miscellaneous employees and storeroom non-clerical employees. Similarly the reporting classifications of employees are the same on railroads as the Pullman Company on monthly reports to the Interstate Commerce Commission on Employees, Service and Compensation.

3. There are approximately 80 storekeepers employed by the Pullman Company who are more specifically classified as district storekeepers, storekeepers and commissary agents, or combinations of these titles. The duties of storekeepers are described by the carrier 1/ as follows:

> "The storekeeper with one regular storeroom has direct supervision over and responsbility for all employees engaged in the operation of the storeroom and those who stock cars in the yards with linen and other supplies. He is responsible for the employment and discharging of storeroom employees when necessary. He is directly responsible for ordering, maintaining, and issuing a sufficient stock of all classes of material, including wheels and axles, necessary for the proper maintenance and repair of Pullman cars and equipment. He is also directly responsible for the maintenance of a sufficient stock of linen, blankets, car supplies and miscellaneous equipment needed to service cars. Further, he is responsible for the removal of soiled linen and other used material from cars and for the proper supplying of cars operating into the yard or yards under his jurisdiction with linen, blankets, car supplies and miscellaneous equipment. He is responsbile for the handling and maintenance of records pertinent to all storeroom features, including personnel, under his jurisdiction. He is responsible for the proper inspection, protection, safeguarding of and accounting for all materials and other items carried in stock and on his records. He handles all correspondence which arises in connection with his storeroom duties."

The duties of a storekeeper of the Pullman Company in charge of one regular storeroom and one or more sub-storerooms are basically the same as those of a storekeeper but with the added supervision which he exercises over the number of sub-storerooms under his jurisdiction. Similarly, the duties of a district storekeeper are basically the same as a storekeeper and additionally he exercises general supervision over other regular and sub-storerooms located within the district over which he has jurisdiction.

1/ Board Exhibit I

The duties of storekeepers and district storekeepers of the Pullman Company are generally administrative and supervisory as distinguished from the clerical work and the work of checking, inspecting, handling, and hauling of material which is done by the employees they supervise. The number of employees supervised by storekeepers ranges from 1 to 77, and by district storekeepers from 6 to 87.

4. The collective bargaining history for storekeepers on the Pullman Company extends back to 1921 when they were included within the scope of a labor agreement applicable to clerical and miscellaneous employees negotiated between the Company and a committee of employees. However, when this agreement was revised in 1935, storekeepers were removed from its scope and in all subsequent revisions of the agreement storekeepers have been excluded. The agreement as revised July 1, 1946 still remains in effect. 1/

5. The craft or class of clerical, office, station and storehouse employees includes personnel who perform a wide range of duties from manual labor to that of office supervisory duties and other highly skilled work. As indicated by the craft or class designation, clerical, office, station and stores department employees are generally included in the craft or class. On 99.5 per cent of the Nation's railroads stores department employees are included in the craft or class for purposes of the Railway Labor Act. 2/

The craft or class of clerical, office, station and storehouse employees as applicable on railroads of the country was first established generally during and immediately subsequent to World War I when the railroads were under Federal operation. Effective January 1, 1920, a labor agreement was approved by the Director General of Railroads. This agreement covered hours of service and working conditions for the following employees:

ARTICLE 1. - SCOPE

> "Employees affected. -- RULE 1. These rules shall govern the hours of service and working conditions of the following employees on railroads in Federal operation, subject to the exceptions noted below:
>
> "(1) Clerks.
>
> "(2) Other office and station employees, such as office boys, messengers, chore boys, train announcers, gatemen, checkers, baggage and parcel room employees, train and engine crew callers, operators of office

---

1/ Tr. 85-87, also 94-95

2/ Tr. 120

> "or station equipment devices, telephone switchboard operators, elevator operators, office, station and warehouse watchmen, and janitors.
>
> "(3) Laborers employed in and around stations, storehouses and warehouses."

In subsequent decisions of the United States Railroad Labor Board, which functioned from 1920 to 1926 in the settlement of railway labor disputes under authority of the Transportation Act of 1920, the same general grouping was adhered to. 1/ Based upon the precedents thus established the craft or class of clerical, office, station and storehouse employees has developed down through the years. The scope of the National Agreement did not include storekeepers by name, but in numerous decisions of the U. S. Railroad Labor Board, storekeepers were grouped with clerical and station forces in wage and rules matters. Thus, in a statement appended to Decision 630 of the U. S. Railroad Labor Board 2/ storekeepers are specifically listed as being included among the employees covered by the clerks national agreement. In addition there are numerous other decisions of the Labor Board wherein storekeepers were grouped with clerical and station forces and were treated together with chief clerks, foremen, subforemen, and other clerical supervisory forces for purposes of wage rate determination. 3/

On the other hand, however, in Decision 696, decided on February 7, 1922, the Labor Board ruled specifically respecting a storekeeper position in a dispute between the Brotherhood and the Lehigh Valley Railroad Company. In that case the Board held "that the position of storekeeper at Lehighton, Pa., does not come within the scope of the Clerks' National Agreement." 4/ However, more particularly addressed to the specific problem before the Board in the present case is Decision No. 1973 of September 25, 1923, as made by the United States Railroad Labor Board. In that case which involved the BRC and the Southern Pacific Company the carrier sought to have supervisory and personal office force positions excluded from the scope of the clerical agreement. The Board ruled that no employees (except officials) should be entirely excepted from the rules. The pertinent parts of Decision 1973 are quoted as follows: 5/

> "In Decision No. 630 the board promulgated certain rules which it considered just and reasonable for employees in the classes involved in this dispute and, as none of the employees the carrier

---

1/ Decisions 119 and 630
2/ Vol. III - Decisions of the Labor Board - pp 48 and 49
3/ Vol. I, p. 22; Vol II, p. 149; Vol. III, p. 497; Vol. IV, pp 120 and 686
4/ USRRLB Decisions, Vol. III - p. 92
5/ Decision 1973 - USRRLB, Vol. IV, p. 637

> "is seeking to except are officials, the board can not sustain the contention that they should be entirely excepted from the application of these rules. It recognizes that the carrier should be relieved from the restriction imposed by the promotion rule in the filling of certain of these positions."

It is cheifly on the basis of the decision in Case 1973 referred to above that down through the years clerks' agreements generally have included supervisory employees such as storekeepers under the scope rule.

6. The extent to which storekeepers are covered by labor agreements applicable to railroad clerical employees varies considerably. The BRC has made efforts to have such employees covered by all rules of their agreements but the carriers have resisted such efforts on the basis that certain storekeepers have considerable responsibility and supervisory authority and should not be subject to the provisions of a labor agreement. This is likewise true of certain employees who have supervisory authority over clerical, office and station employees. As a result, the scope rule in many clerks' agreements includes supervisory employees such as storekeepers, freight house foremen and chief clerks but in some instances excepts them from some of the rules of the agreement, such as those governing promotion, assignment, displacement, etc. Their inclusion as a part of the craft or class is therefore recognized.

7. The ARSA represents storekeepers on three rail carriers; i.e., Chicago and North Western, (CNW), the Chicago, St. Paul, Minneapolis and Omaha, (CSTPM&O), and the Missouri-Kansas-Texas (MKT). On the CNW storekeepers are covered by a separate agreement between ARSA and the carrier but on the CSTPM&O and MKT storekeepers are included in the same labor agreement with mechanical foremen. In all three agreements storekeepers are carried on a separate seniority roster from other employees.

8. As of January 1, 1949, the Pullman Company had some 650 employees classified as storeroom non-clerical workers. Of this number one hundred were employed in the carrier's shops and 550 at the various maintenance and service yards. The duties of the latter group of such workers are described as follows: 1/

1/ Tr. 378 - 379

> "Check linen, loose equipment and car supplies required in servicing cars. Places the above items on cars as necessary, conveying same between storeroom and cars to be supplied by means of hand trucks or motorized vehicle, prepares new equipment cards, tags lenen bags, removes old linen slips and suit cards and prepares new ones. Makes up replenishment suit of clean linen as required. Loads and unloads material of linen from motorized vehicles and freight cars and transports to storeroom. Car suppliers also assist in performing miscellaneous jobs around the storeroom; namely, filling bags of salt for cars, keeping storeroom clean, mixing deodorizing solution for cars and stacking material."

The duties of the 100 storeroom non-clerical employees in the carrier's shops are indicated by the various job titles which are in themselves quite descriptive; i.e., scrap sorters, material delivery men, chauffeurs, paint distributors and packers. The duties performed by such employees are described by the carrier as follows:

> "Scrap sorter: Sort scrap material for resale to scrap dealers. Must have adequate knowledge of various classes of scrap. He is responsible for weighing scrap and in general makes it ready for resale." 1/

> "Material Delivery Men: Employees are carried under this title only at Calumet shops. Delivers necessary material for repairing the Pullman cars from the storeroom in the shops to the various departments in the shops. Operates a small vehicle when the material to be delivered necess itates it. Picks up materials which have been repaired in various departments and which are to be put back in stock." 2/

> "Chauffeurs: Employees carried under this title on the storeroom payroll in the shops operate large gasoline trucks, either in the shops or outside of the shops on city streets . . . picking up material and delivery of material." 3/

1/ Tr. 381
2/ Tr. 386
3/ Tr. 386-387

"Paint Distributor: He works in the paint room. He issues paint, brushes and other miscellaneous materials required by painters in the performance of their duties. Must have knowledge of the various types of paints used for different paint jobs. He is not responsible for maintenance of stock nor is he responsible for maintaining paint storeroom records, and he does not mix paint." 1/

"Packers: Packs material for shipment to districts and agencies. Constructs crates that are required for shipment of material. Must have knowledge of freight rates and proper method of packing material to conform to I.C.C. specifications." 2/

The duties of the storeroom non-clerical employees were also described in a previous Board determination which considered the craft or class issue regarding these employees. That determination was issued on September 30, 1946, Case No. R-1625 and the description of duties contained therein is quoted below:

> "The duties of employees in the storeroom non-clerical group, differ slightly as between those employed in the yards and those in the shops. In the yards, such employees are designated as car suppliers and their duties include trucking linen between the cars and storerooms. In addition, they fill liquid soap dispensers and perform other service functions on the cars. Such employees also unload and store materials which arrive at storerooms. In the shops, on the other hand, storeroom nonclerical employees handle materials in different stockrooms located in various departments of the shops, load and unload trucks and stow materials into bins. In addition, such employees truck materials between storerooms, shops, and tracks where cars are being repaired."

9. The chief issue resolved in the Determination in R-1625 was the craft or class question in a representation dispute involving some 12,000 of the Pullman's shop craft employees. Also involved in that dispute, however, were the storeroom non-clerical employees. With regard to the craft or class issue for such employees the Board, in that case concluded as follows:

> "The duties of storeroom non-clerical employees in both the yards and shops are such that these employees cannot be properly classified with the other shop craft employees outlined above. Accordingly, storeroom non-clerical employees in both yards and shops should be voted together in this case on a single ballot with the provision that such grouping of these employees for voting purposes will not establish a precedent or preclude an ultimate determination in any future dispute as to the proper classification of these

1/ Tr. 387
2/ Tr. 387

"employees for representation purposes under the Railway Labor Act."

The collective bargaining history for storeroom non-clerical employees extends back to March 15, 1935, which marks the effective date of the first labor agreement which was negotiated between the carrier and the Independent Pullman Workers Federation. That agreement governed "working conditions and rates of pay of Mechanical, Labor, Storeroom non-clerical, and Car Cleaning Employees of the Pullman Company in the Districts and Agencies."

The storeroom non-clerical employees in the carrier's shops were similarly covered by an agreement that included mechancial employees, laborers and car cleaners. This agreement was made by the carrier and the Pullman Car Employees of the Repair Shops.

These agreements were revised from time to time. The last revisions made (prior to Case No. R-1625) in the name of these organizations were effective July 16, 1944 and October 1, 1944, respectively. In that case all storeroom non-clerical employees in both the Districts and Agencies and in the shops were combined for voting purposes. The BSCP won the election among these employees and was certified as their bargaining representative under date of December 24, 1946. In subsequent negotiations between the BSCP and the carrier these agreements of July 16, 1944 and October 1, 1944 were continued as the basic labor agreements governing the wages and working conditions of the employees. At the present time these agreements together with certain supplements pertaining to such matters as vacations and rights of returning veterans are currently applicable to the storeroom non-clerical employees.

DISCUSSION

The question for the determination of the Board in this Case deals with the appropriate class or craft to which certain occupations properly belong. No question is presented by the contesting organizations as to the applicability of the Railway Labor Act.

Under Section 2, Fourth of the Railway Labor Act, as amended, employees have the right to organize and bargain collectively through representatives of their own choosing. That section provides further that

> "The majority of any craft or class of employees shall have the right to determine who shall be the representative of the craft or class for the purposes of this Act."

Under Section 2, Ninth, of the Act, the Board is authorized to investigate disputes over representation:

> "...In such an investigation, the Mediation Board shall be authorized to take a secret ballot of the employees involved, or to utilize any other appropriate method of ascertaining the names of their duly designated and authorized representatives in such manner as shall insure the choice of representatives by the employees without interference, influence, or coercion exercised by the carrier. In the conduct of any election for the purposes herein indicated the Board shall designate who may participate in the election and establish the rules to govern the election,...."

The criteria used by the Board in determining who is eligible to participate in an election was reviewed in the Board's Fourteenth Annual Report, as follows:

> "In determining craft or class issues the Board gives consideration to all relevant elements most important of which is the intent of the Railway Labor Act in settling disputes and promoting stable labor relations. Individual cases require consideration of facts peculiar to particular situations, but, in addition, there are general factors to be considered. These include the composition and relative permanancy of employee groupings along craft or class lines on carriers generally as well as on particular carriers. The extent and effectiveness of past collective-bargaining arrangements, the functions, duties and responsibilities of the employees, the general nature of their work and the community of interest existing between jobs are other factors considered. Previous decisions of the Board which bear upon the issues of the particular dispute are also taken into account."

In the present case, the ARSA contends that storekeepers are a separate craft or class; the BSCP contends that storeroom non-clerical employees are a separate craft or class; the BRC contests the position of both of these organizations and contends that both groups; i.e., storekeepers and storeroom non-clerical employees are component parts of the craft or class of clerical, office, station and storehouse employees.

R-2137 - STOREROOM NON-CLERICAL EMPLOYEES

Case R-2137 is a sequel to R-1625 in which the Board determined related craft or class issues involving employees of the Pullman Company. The close similarity between work performed by Pullman employees and the work of railroad employees was recognized by the Board in the prior case.

> "4. The work of craft employees of the Pullman Co., both in shops and yards, differs but little from the work performed by railroad shop craft employees. Thus, a railroad passenger car shop employee could perform the work of his craft in the shops of the Pullman Co. and vice versa. Similarly, craft employees in the pullman shops could, upon transferring to the yards, perform the work of their craft and vice versa..."

The same may be said as to the similarity between the work of employees involved in this case and their counterparts on the railroads. Thus a Pullman storekeeper is responsible for many of the same kinds of materials and supplies as is a railroad storekeeper. By reason of the similarity in the construction of Pullman cars to other railroad passenger cars many of the identical items carried in Pullman storerooms are also carried in railroad storerooms.

In performing sleeping car service on virtually all of the railroads of the country, the Pullman Company functions as an agency for the railroad industry. With passenger trains regularly composed of cars operated by both the Pullman Company and the railroads, the same service and maintenance yards are generally used for both types of cars.

Just as the character of work of Pullman storekeepers is similar to the work of railroad storekeepers, so is the work of Pullman storeroom employees comparable to the work of railroad storehouse laborers and commissary employees. In comparing the work of storeroom non-clerical employees in Pullman shops with storehouse laborers in and around railroad shops, the similarity in the two jobs is pronounced.

The fact the storeroom non-clerical employees perform work which on the railroads is performed by employees in the craft or class of clerical, office, station and storehouse employees was recognized by the Board in its determination of September 30, 1946 in Case No. R-1625. In that case, however, this craft or class issue was not raised by the contesting organizations. However, evidence available in that case showed that these employees desired a change of representatives. Accordingly, the Board determined in that case that they be voted as a separate group with the

> "...provision that such grouping of these employees for voting purposes will not establish a precedent or preclude an ultimate determination in any future dispute as to the proper classification of these employees for representation purposes under the Railway Labor Act."

The action of the Board in R-1625 was with forethought that the craft or class issue would most likely subsequently be raised as it has in this case.

The BSCP contends that storeroom non-clerical employees have historically been considered as a separate craft or class. The evidence does not support this contention. In the first place, storeroom non-clerical employees of the Pullman Company were not dealt with as a single group prior to the Board's election in R-1625. On the contrary, storeroom non-clerical employees in the districts and agencies were represented by the Independent Pullman Workers Federation and storeroom non-clerical employees in the shops were represented by the Pullman Car Employees Association of the Repair Shops. It was not until the Board's determination in R-1625 that these two groups of storeroom non-clerical employees were combined for voting purposes.

There is the added fact that on no rail carrier in the nation do we find a collective bargaining group confined to storeroom non-clerical employees. It has already been observed that the Pullman Company operates as an agency serving the railroad industry. In view of the similarity of the work of storeroom non-clerical employees with comparable employees on the railroads, the Board is bound by the fact that on some 99 per cent of the nation's railroad mileage employees performing comparable service have for years been considered as a part of the craft or class of clerical, office, station and storehouse employees.

CASE R-2121 - STOREKEEPERS

The grouping of clerical, office, station and storehouse employees for collective bargaining purposes has existed in substantially its present form for some thirty years in the railroad industry. By contrast there is no such stability evident in the collective bargaining history of storekeepers as a separate bargaining unit. Evidence reviewed in the Facts shows considerably more integration of storekeepers into the craft or class of clerical, office, station and storehouse employees than of storekeepers as a separate bargaining unit. Whereas the ARSA represents storekeepers on only three carriers, storekeepers are included in labor agreements covering clerical, office, station and storehouse employees on scores of rail carriers.

Although the ARSA contends for storekeepers as a separate craft or class in this case, the scopes of the agreements which this organization has on the three carriers do not uniformly support this position. On the C. & N.W. the ARSA has a separate agreement for storekeepers, but on the C.St.P.M.& O., storekeepers are included in the same agreement with Motive Power Department and Car Department Foremen, and all such supervisory employees are designated as Junior Officials for purposes of the agreement. A similar coverage applied in the M.K.T. agreement. Thus the ARSA has not consistently adhered to the position as to storekeepers being a separate unit for bargaining under the Act. As a matter of fact, on railroads generally mechanical department foremen are considered a separate craft or class and the ARSA represents this craft or class on numerous carriers under certifications issued by the Board.

The ARSA refers to decisions of the U. S. Railroad Labor Board in support of its contention for a separate craft or class for storekeepers. Review of the decisions do not support this contention. These decisions as reviewed in the Facts show that storekeepers were not speicifically referred to in the Clerks' National Agreement of 1920. Decision 696 is to the effect that a particular storekeeper on the Lehigh Valley was likewise not covered by that Agreement. On the other hand, there are numerous decisions in which storekeepers were grouped with the clerical and station forces and were treated together with chief clerks, foremen, sub-foremen and other clerical supervisory forces for purposes of wage rate determination. Finally, Decision 1973 provided the basis under which down through the years storekeepers as well as other clerical supervisory forces have been included within the scope coverage of the clerk's agreements on various carriers.

The fact that storekeepers are not on certain railroads covered by all of the rules of an agreement that are applicable to rank and file employees does not indicate that they have not been treated as a part of the craft or class. On the contrary, including storekeepers under some rules and excepting them from others is consistent with the principle enunciated in Decision 1973 that supervisory employees should not be entirely excepted from agreement rules.

The ARSA has referred to U. S. Railroad Labor Board decisions which show that during 1920 there was an organization named the International Association of Railroad Storekeepers which was recognized as one of numerous organizations eligible to participate in offering nominations for appointment of members of the Railroad Labor Board. There is no evidence in the decisions cited of collective bargaining for storekeepers as a separate unit. The mere fact that there was an Organization of Railroad Storekeepers is no argument for these employees' being a separate craft or class. For example, there were organizations in the decisions known as the "Skilled and Unskilled Workers (Railway)" and also the "Order of Railroad Telegraphers, Despatchers, Agents and Signalmen," but no one has yet contended that because organizations once existed for these employees such groupings constitute separate crafts or classes. As a matter of fact, the Railway Labor Act specifically provides that the jurisdictions of employee organizations are not regarded "as in any way limited or defined by the provisions of this Act."

The ARSA has pointed to Ex Parte 72 decisions of the Interstate Commerce Commission identifying storekeepers as subordinate officials as supporting the proposition that they are a separate craft or class. This argument is in error on two points. In the first place the Act provides that "no occupational classification made by order of the Interstate Commerce Commission shall be construed to define the crafts according to which railway employees may be organized...."

It is true that many employees who have been identified as subordinate officials (or employes) are in separate crafts or classes from the employees they supervise or work with. This is not necessarily true however. For instance, the craft or class of technical engineers, architects, draftsmen and allied workers 1/ includes both those identified as subordinate officials and other employees in the same craft or class. While the fact that an employee might be identified as a subordinate official in I.C.C. rulings is considered by the Board in craft or class determinations it is not conclusive but must take its place along with other factors such as collective bargaining history and community of interest.

The ARSA has referred to Case R-1805, in which, by order of the Board, storekeepers were declared ineligible to vote in an election among clerical, office, station and storehouse employees of the Atlantic Coast Line Railroad. In that case the Brotherhood contended that a large group of supervisory employees should be included on the list of eligible voters. The titles of such employees were storekeepers, assistant storekeepers, traveling auditors and accountants, traffic and other investigators, claim agents, adjusters, station masters and assistant station masters. The decision of the Board was based upon a brief submitted by the Brotherhood and no hearing was held. The decision on eligibility is quoted as follows:

> "Following preparation of the list of eligible voters the applicant organization contended that the list should include storekeepers, traveling auditors, accountants, traffic and other investigators, claim agents and station masters, employees of the carrier as reported to the Interstate Commerce Commission under Reporting Divisions Numbers 11, 13, 19, 20, 21 and 84. In previous representation disputes the Board has never determined that employees in these positions are a part of the craft or class of clerical, office, station and storehouse employees. In view of this fact, and based upon a consideration of the duties and responsibilities which attach to these positions on the carrier here involved, the Board determined that their functions are of such an administrative and supervisory character that these positions should not be included on the list of employees eligible to participate in this election. Accordingly, employees in these positions were not voted and are not included in the election results."

1/ See Case R-1452 involving employees of Texas & Pacific Ry. Co.

While the above decision might be said to lend support to the idea that storekeepers are not a part of the craft or class of clerical, office, station and storehouse employees, it certainly does not, nor was it intended to support the proposition that storekeepers are a separate craft or class. On the contrary, the decision raises the question of whether storekeepers might not properly be a part of a craft or class of such supervisory employees together with chief clerks, foremen and sub-foremen of clerical, office, station, freight warehouse and storehouse forces. One of the notable weaknesses of the ARSA' position is that storekeepers should be singled out from the other supervisors of clerical, office, station and storehouse employees and said to be a separate craft or class. Following such a trend would lead to numerous single-position crafts or classes. Such a situation is not in accord with the provisions of the Act and would not promote stability in collective bargaining relationships.

ARSA contends there is no community of interest between storekeepers and the employees changed with the manual and physical work in the Stores Department. It should be noted that community of interest is such a relative thing that arguments can be made with ease for varying points of view. The ARSA argument is to the effect that a supervisor has no community of interest with the employees he supervises. On the other hand it should be noted in many instances the number of employees supervised by storekeepers is very small. Thus, the number ranges from 1 to 77 for storekeepers and from 6 to 87 for district storekeepers. It stands to reason in these jobs where the storekeeper supervises only one or a few men that he personally performs much of the clerical work as well as the work of checking, stowing and issuing materials which in a large storeroom would be performed by clerical or other store department employees. It is by reason of this fact that the scope of clerical agreements have on many carriers been extended to include storekeepers. Thus on some carriers storekeepers of small storerooms are covered by all rules of the agreement while exceptions to some rules are made for higher placed storekeepers.

CONCLUSION

CASE R-2137

The Board finds that a dispute exists among the craft or class of clerical, office, station and storehouse employees of the Pullman Company and that such craft or class includes storekeepers, district storekeepers and storeroom nonclerical employees in the shops as well as the districts and agencies.

The Board directs that a representation election be conducted by secret ballot among employees of the craft or class and that the ballot to be used carry in printed form the names of the Pullman Clerks' Association, the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, and the Brotherhood of Sleeping Car Porters.

CASE R-2121

Application of the ARSA is limited to district storekeepers and storekeepers who are found by the Board in R-2137 to be a part of the craft or class of clerical, office, station and storehouse employees. In view of the fact the Board is not authorized under the law to split a craft or class for representation purposes, the application is hereby dismissed.

By order of the NATIONAL MEDIATION BOARD.

TE Bickers
Thomas E. Bickers
Secretary

NATIONAL MEDIATION BOARD
WASHINGTON (25)

Non Clerical
Storeroom
employes

September 30, 1949

Case No. R-2137

Mr. H. R. Lary
Supervisor of Industrial Relations
The Pullman Company
222 West North Bank Drive
Chicago, Illinois

Mr. Geo. M. Harrison
Grand President
Brotherhood of Railway and Steamship Clerks
1015 Vine Street
Cincinnati 2, Ohio

Mr. Francis A. Galla
National Secretary-Treasurer
Pullman Clerks' Association
Room 15A - Fifth Floor
Merchandise Mart
Chicago 54, Illinois

Mr. John Schultz
President
Pullman Clerks' Association
Room 24 - Fifth Floor
Merchandise Mart
Chicago 54, Illinois

✓ Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 W. 125th Street
New York, 27, New York

Mr. J. P. Tahney
Grand President
The American Railway Supervisors Ass'n, Inc.
53 West Jackson Boulevard
Chicago 4, Illinois

Gentlemen:

By direction of the Board I am enclosing determination in the matter of representation of clerical, office, station and storehouse employees of the Pullman Company.

Very truly yours,

Thomas E. Bickers
Secretary

cc: Joseph L. Rauh, Attorney
C. M. Mulholland, Attorney

LAW OFFICES
RAUH AND LEVY
1631 K STREET, NORTHWEST
WASHINGTON 6, D.C.

JOSEPH L. RAUH, JR.
IRVING J. LEVY
MITCHELL J. COOPER

REPUBLIC 7795

non Clerical
Storeroom
Employee

October 1, 1949

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

Dear Mr. Randolph:

I suppose you have seen the decision of the National Mediation Board in the Storeroom Non-Clerical case throwing these employees into the general craft or class of clerical office station and storehouse employees rather than leaving them a separate and distinct craft as we had urged.

As one reads the opinion of the Mediation Board the decision makes perfectly good sense on traditional craft or class lines. What the decision does not mention is the fact that these men now wont receive decent representation because they are negroes. The dilemma is this. If the men were white the decision is really correct, and the Board wont consider the fact that they are colored and that the men who will now represent them discriminate against colored men.

I don't suppose there is any remedy for this kind of action by the National Mediation Board except getting one real fighting believer in equality on the Board. Mr. O'Neill is generally sympathetic to our position, but certainly not to the extent of holding out against the others and against George Harrison.

The problem is little different really than most of our other battles. This morning's paper carries the story of the complete sell-out by the Department of the Army on the problem of segregation in the Armed Forces. All we seem to be getting are campaign promises rather than action on this front.

I certainly appreciated your letter about the Colored Firemen case, and shall make every effort to see that the White Brotherhood gets its just desserts on October 10th.

Sincerely,

Joe Rauh

Joseph L. Rauh, Jr.

1249. N.W. 68. St.
Miami 38 Fla.
Oct. 17. 1949.

Mr A philip Randolph.
217 W 125 St
New York 27. N.Y.

My Dear Bro Randolph.

Iam So Sorry That I have tokem So long to write you I received your letter of April 26. Was more That Glad That you had a Very good trip and enjayed your Self while you were in miami Also enjayed the meals. I am greatful to you for The Kind and Wondiful Words of Complements I am Sure That every one enjayed your Short visit here I would love to have you Came again Right now. So many time I have with to have a talk with

you I have had it very
bitter and hard on the job
be Cause I Still Stick
With Bro Hood Seeping Car
porters union. So They give
me a nasty way to go. but
I Would tell them all just
what I Thought of them and
Work hard I woulden let nothing
They done move me. So they
Dont Bother with me much
now. I have been very Sick
I stiee have to be oppserate
on to marraw Oct 18.
Will tell you more when
I See you write me Some
time Remain at yuerr
Servis as ever
Minnie Lou Sellers

Houston, Tex.
10/17-49.

Hon. A. Phillip Randolph

Dear Sir:-

For quiet some time I have been receiving mail as the Secty of the Sleeping car Porters Union (Car cleaners) and I have not considered the communications because I have not received any Official Authority from you. it is a fact that I did organize the cleaners at Brownwood Texas and sent the money to your office several years ago.

Please give me your afficient advise.

Respectfully

Geo. O. Jones
3015 Paige st.
Houston Tex

Car Cleaners

October 26, 1949

Mr. George O. Jones
3015 Paige Street
Houston, Texas

Dear Sir:

Just a word to thank you for your letter of October 17th concerning the Car Cleaners. May I say that the Brotherhood of Sleeping Car Porters lost the election to represent the Car Cleaners and therefore we do not have any jurisdiction over them any more.

Fraternally yours,

A. PHILIP RANDOLPH
International President

APR:pem

COPY

Car
cleaner

October 26, 1949

Miss Minnie Lou Sellers
1249 N. W. 68th Street
Miami 38, Florida

Dear Miss Sellers:

Just a word to thank you for your letter of October 17th informing me of some of the problems you have faced. I know that they don't like you because of the fight you made for the Brotherhood, but they respect you because of your courage and determination.

I hope to come to Miami sometime this winter and will look forward to seeing you. May I hope that you are enjoying the best of health.

Yours truly,

A. PHILIP RANDOLPH
International President

APR:pmm

COPY

NATIONAL MEDIATION BOARD
WASHINGTON (25)

November 8, 1949

Case No. R-2137

Mr. H. R. Lary
Supervisor of Industrial Relations
The Pullman Company
222 West North Bank Drive
Chicago, Illinois

Mr. Geo. M. Harrison
Grand President
Brotherhood of Railway and Steamship Clerks
1015 Vine Street
Cincinnati 2, Ohio

Mr. Francis A. Galla
National Secretary-Treasurer
Pullman Clerks' Association
Room 15-A - Fifth Floor
Merchandise Mart
Chicago 54, Illinois

Mr. John Schultz
President
Pullman Clerks' Association
Room 24- Fifth Floor
Merchandise Mart
Chicago 54, Illinois

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 W. 125th Street
New York 27, New York

Gentlemen:

This is to advise that Mediator Frank K. Switzer will resume investigation of Case No. R-2137, involving representation dispute among clerical, office, station and storehouse employees of the Pullman

Company on Monday, November 21, 1949, in accordance with the Board's determination of September 29, 1949. For purposes of this investigation Mr. Seltzer will be at the Hotel Chicagoan, Chicago, Illinois on that date. Please advise who will represent you.

Very truly yours,

T. E. Bickers
Thomas E. Bickers
Secretary

November 7 - 1949

Copy sent to Mr Webster

Mr Ulrich

Stevenson Compton

Miss Alves

UNION

QTN 1 STRAIGHT NOV 7 1949=

A PHILIP RANDOLPH CARE L B THOMPSON

4006 1/2 S CENTRAL AVENUE LOS ANGELES CALIF=

MEDIATION CASES A-3250 AND A-3251 POSTPONED INDEFINITELY ACCOUNT INABILITY OF ORGANIZATION TO HAVE REPRESENTATIVE PRESENT= JOINT MINCHIN, RANDOLPH=

THOMAS E BICKERS SECRETARY
NATIONAL MEDIATION BOARD=
HAZEL ALVES=

WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

This is MONDAY
WESTERN UNION
FOR A FLYING START-AND TO CLEAR UP WEEK-END CORRESPONDENCE-FAST...
TELEGRAPH

WESTERN UNION

W. N. MARSHALL, PRESIDENT

(45)

The filing time shown in the date line on telegrams and day letters is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination

NA138 GOVT PD=ID WASHINGTON DC 7 227P=

A PHILIP RANDOLPH=

INTERNATIONAL PRESIDENT BROTHERHOOD OF SLEEPING CAR PORTERS 217 WEST 126 ST=

MEDIATION CASES A-3250 AND A-3251 POSTPONED INDEFINITELY ACCOUNT INABILITY OF ORGANIZATION TO HAVE REPRESENTATIVE PRESENT. JOINT MINCHIN, RANDOLPH=

THOMAS E BICKERS SECRETARY NATIONAL MEDIATION BOARD=

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

QTN 2 SR==STRAIGHT NOV 11 1949=

A PHILIP RANDOLPH CARE OF L B THOMPSON
4006 1/2 S CENTRAL AVENUE LOS ANGELES CALIF=

MEDIATOR FRANK K SWITZER WILL INVESTIGATE DISPUTE AMONG CLERKS, OFFICE, STATIONA AND WAREHOUSE EMPLOYEES OF THE PULLMAN COMPANY MONDAY NOVEMBER 21, 1949 AT THE HOTEL CHICAGOAN CHICAGO ILLINOIS= SENT COPY TO WEBSTER AND MADE COPIES FOR PATTERSON AND MCLAURIN= PLEASE ADVISE WHO WILL REPRESENT BROTHERHOOD SO I CAN ADVISE MEDIATION BOARD=

HAZEL ALVES MILLER=

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

WU J210 GOVT DL PD=ID WASHINGTON DC NOV 14 511P=

A PHILLIP RANDOLPH, INTERNATIONAL PRESIDENT BROTHERHOOD OF SLEEPING CAR PORTERS=

REURTEL NOVEMBER 11TH RE INVESTIGATION CLERICAL AND OTHER EMPLOYEES PULLMAN COMPANY. INVESTIGATION THIS CASE ALREADY DELAYED AND FURTHER DELAY IMPRACTICABLE. REQUEST YOU DESIGNATE ANOTHER REPRESENTATIVE TO SERVE IN PLACE OF MR WEBSTER=

THOMAS E BICKERS SECRETARY
NATIONAL MEDIATION BOARD.

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

BROTHERHOOD OF SLEEPING CAR PORTERS
An International Union
Affiliated with the A. F. of L.

217 West 125th Street
Room #301
New York 27, N. Y.

Bld
Bulletin
Store Non
Clerical

November 21, 1949

TO THE PRESIDENTS AND SECRETARY-TREASURERS OF THE STOREROOM NON-CLERICAL EMPLOYEES DIVISIONS:

Dear Sir and Brother:

The railway clerks' organization is claiming representation of the Storeroom Non-Clerical Employees in the Pullman service. These employees are now represented by The Brotherhood of Sleeping Car Porters. The National Mediation Board has appointed a mediator to deal with matters referring to an election among these employees to determine who shall represent them. This mediator is meeting with the Brotherhood in Chicago today. No doubt, the election will be set within the ten days.

This letter is for the purpose of giving you this information and suggesting that all Storeroom Non-Clerical groups prepare to vote for the Brotherhood of Sleeping Car Porters, through whom they will receive adequate and full representation instead of being placed in an auxiliary.

You have a chance, through your ballot, to choose the type of representation which will do you most good.

VOTE FOR THE BROTHERHOOD OF SLEEPING CAR PORTERS!

Fraternally yours,

Thomas Patterson
Thomas Patterson
Eastern Zone Supervisor

TP/gsr

COPY

December 22, 1949

Mr. T. T. Patterson
Eastern Zone Supervisor
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

Dear Brother Patterson:

This is to advise that the election for the storeroom non-clerical employes in connection with the Railway Clerks, the Company Union, and the Brotherhood, will begin on the 23rd of January, according to the enclosed schedule. This schedule indicates the places where ballot box election will be held, and we must be prepared to have an observer to go along with the mediator in each of these places. I want to know between now and the first of the year who will be the observer in the different places in your Zone. Therefore, I wish you would check the enclosed form as to when the election will be held in the districts in your Zone, and let me know immediately who the representative of the Brotherhood will be in this election so I can inform the mediator. I ought to have this information by January 1st.

I am also enclosing a list of the number of storeroom non-clerical employes in each district or division. They are classified under two heads, those who are working and those who are not working. It will be noted that there are 497 men who are working and 156 men who are not working, a total of 653 men who will be eligible to vote. If some of these men who are absent can be located and you think they will vote for us, it will be well to ferret them out and notify them of the time and place of the election. I would also like to suggest that you notify all the storeroom non-clerical employes as well as the members of our Pullman Division in each district as to the time the election is supposed to take place so that they will be alerted on that fact.

The following matter is for your general information. There are approximately 3,500 people who will participate in this election. Approximately 600 of these people are our storeroom non-clerical employes. If we can get a substantial number of our people to vote for us, say 500 or more, that will leave 3,000 of these employes to be split up between the Brotherhood of Railway Clerks and the Company Union. As it appears to me, if the election is anywhere near equal, the election is bound to be a stalemate, which will necessitate a run off. If there is a stalemate and a run off is necessary, the Brotherhood will have the balance of power, and we will be in a much stonger position to try to get something done for these men than we are now. Therefore, I think it is incumbent on us to see to it that every storeroom non-clerical employe in the country votes for the Brotherhood of Sleeping Car Porters in this election.

If there are 3,500 eligible votes, that means that in order to win, the winner will have to get over 1,700 votes. If we can chisel 500 votes out of that 3,500, nobody can get 1,700 votes. Then it will dawn upon these people that in order for either side to win, they will have to have some of our votes. Then I think we will be in a much better position to do something for our people.

I am sending this information to you as quickly as possible in order that you might get the information to the men so that they can be alerted for the election. We no doubt will get out some sort of literature, to be distributed among those eligible to vote. We will distribute this literature not only among the storeroom non-clerical employes, but also among any other group that we feel so disposed to work among.

Please do not fail to get your observers' names and addresses to me not later than January 2nd so that I will be in a position to give the information to the mediator when he comes back to Chicago.

Fraternally yours,

M. P. Webster, Chairman
International Executive Board

MPW:eig

COPY

DISTRICTS, AGENCIES, REPAIR SHOPS, LAUNDRIES, STORES NOS. 1 AND 105	Storeroom Non-Clerical	
	Working	Absent
ALBANY, N. Y. H. C. Duffey, A.	0	1 FUR
AMARILLO, TEX. M. L. Grogan, A.-F.	0	0
ASHEVILLE, N. C. S. L. Roberts, A.	0	0
ATLANTA, GA. R. T. Lively, D. S. (Includes Zone Office)	7	0
ATLANTIC CITY, N. J. J. C. Boyn, A.-F.	0	0
AUGUSTA, GA. G. F. Stavro, A.	0	0
BALTIMORE, MD. J. L. Francis, D. S.	0	5 FUR
BIRMINGHAM, ALA. J. N. Seabury, D. S.	1	0
BOSTON, MASS. W. S. Murray, D. S.	8	1 FUR
BUFFALO, N. Y. H. V. Reid, D. S.	9	0
CHARLOTTE, N. C. L. F. Quinn, A.	0	0
CHATTANOOGA, TENN. R. M. Greenwell, D. S.	0	1 FUR

DISTRICTS, AGENCIES, REPAIR SHOPS, LAUNDRIES, STORES NOS. 1 AND 105	Storeroom Non-Clerical	
	Working	Absent
CHICAGO CENTRAL L. L. Schwarz, D. S. (Includes Zone Office)	30 30	2 ILL
CHICAGO COMMISSARY P. A. Leonard, C. C.	0	0
CHICAGO EAST SOUTH J. B. Kenner, D. S.	25	1 MS 1 ILL 1 FUR
CHICAGO LAUNDRY D. H. Fitzgerald, Mgr.	0	0
CHICAGO NORTH J. C. McCormick, D. S.	14	1 FUR
CHICAGO STORE #1 C. S. Stiegler, Strkpr.	2	0
CHICAGO WEST C. W. Kelley, D. S.	24	1 ILL 9 MS
CINCINNATI, OHIO R. I. Ryan, D. S.	11	1 FUR
CLEVELAND, OHIO T. G. O'Neil, D. S.	3	0
COLUMBUS, OHIO L. L. Buckley, A.	0	1 FUR
DALLAS, TEX. L. W. Berry, D. S.	3	1 FUR
DENVER, COLO. W. E. Baptist, D. S.	11	0

DISTRICTS, AGENCIES, REPAIR SHOPS, LAUNDRIES, STORES NOS. 1 and 105	Storeroom Non-Clerical	
	Working	Absent
DES MOINES, IOWA	0	0
DETROIT, MICH. J. W. Davidson, D. S.	6	0
EL PASO, TEX. R. W. Corley, D. S.	2	3 MS 1 LA 9 FUR
FORT WORTH, TEX. L. L. Weinbrenner, D. S.	2	2 FUR
HOBOKEN, N. J. A. F. Martin, D. S.	4	1 MS 3 FUR
HOUSTON, TEX. W. H. Irwin, D. S. (Includes Zone Office)	3	4 FUR
INDIANAPOLIS, IND. J. C. Soucie, A.	1	3 FUR
JACKSONVILLE, FLA. J. K. Breaux, D. S.	3	8 FUR
KANSAS CITY, MO. H. E. Worley, D. S.	13	1 MS 2 FUR
LITTLE ROCK, ARK. S. Melton, A.	0	1 FUR
LOS ANGELES, CALIF. C. M. Fitzgerald, D. S.	22	3 MS
LOUISVILLE, KY. J. P. Rogers, D. S.	1	2 FUR
MEMPHIS, TENN. L. J. Williams, D. S.	3	0

DISTRICTS, AGENCIES, REPAIR SHOPS, LAUNDRIES, STORES NOS. 1 AND 105	Storeroom Non-Clerical	
	Working	Absent
MIAMI, FLA. W. L. Zimpelmann, D. S.	5	1 ILL 10 FUR
MONTGOMERY, ALA. C. L. Eiland, A.	0	2 FUR
NASHVILLE, TENN. W. A. McNail, A.	1	1 FUR
NEW ORLEANS, LA. B. F. Biaggini, D. S.	8	11 FUR
NEW YORK, N. Y. J. F. Carroll, D. S. (Includes Zone Office)	42	1 LA 1 ILL 1 FUR
NORFOLD, VA. G. T. Hines, D. S.	1	1 FUR
OGDEN, UTAH J. D. Meroney, A.	0	1 FUR
OKLAHOMA CITY, OKLA. R. Tye, A.	1	0
OMAHA, NEBR. C. O. Haskett, D. S.	1	2 FUR
PENN. TERMINAL, N. Y. E. N. Cosby, D. S.	61	1 ILL 1 FUR
PHILADELPHIA, PA. J. J. Fiora, D. S. (Includes Zone Office)	8	0
PHOENIX, ARIZ. R. N. Gunn, A.	0	1 FUR
PITTSBURGH, PA. J. L. Leban, D. S.	9	1 MS

DISTRICT, AGENCIES, REPAIR SHOPS, LAUNDRIES, STORES NOS. 1 AND 105	Storeroom Non-Clerical	
	Working	Absent
PORTLAND, ORE. P. L. Pflager, D. S.	5	0
RICHMOND, VA. L. Norton, D. S.	0	6 FUR
SALT LAKE CITY, UTAH G. Williams, D. S.	1	2 LA 4 FUR
SAN ANTONIO, TEX. W. P. Mahaffey, D. S.	4	1 MS 2 ILL 2 FUR
SAN FRANCISCO, CALIF. H. C. Lincoln, D. S. (Includes Zone Office)	13	1 LA 2 FUR
SAVANNAH, GA. W. A. Reid, D. S.	0	2 FUR
SEATTLE, WASH. R. Smith, D. S.	4	3 FUR
SHREVEPORT, LA. A. G. Boldridge, A.	0	2 FUR
SPOKANE, WASH. A. E. Deibert, A.	0	2 FUR
SPRINGFIELD, MASS. W. L. Hogg, A.	0	0
ST. LOUIS, MO. T. C. Birch, D. S. (Includes Zone Office)	34	1 ILL 5 MS 2 FUR
ST. PAUL, MINN. L. J. Bartholomew, D. S.	5	1 FUR
TAMPA, FLA. F. S. Wallace, D. S.	2	4 FUR
TUCSON, ARIZ. W. T. Shaw, A.	0	2 FUR
WASHINGTON, D. C. G. J. Hoy, D. S.	43	1 MS 1 FUR
WILMINGTON, N. C. C. Murray, A.	0	1 FUR
ATLANTA SHOPS D. M. Cohee, Mgr.	4	0
BUFFALO SHOPS A. O. Killinger, Mgr.	5	0
CALUMET SHOPS C. Gartelman, Mgr.	10	1 ILL
RICHMOND SHOPS H. E. Mounday, Mgr.	2	0
ST. LOUIS SHOPS P. A. Wagner, Mgr.	6	1 MS
WILMINGTON SHOPS J. Cannon, Mgr.	3	1 ILL
STORE #105 E. T. Hallen, Strkpr.	11	0

SUMMARY

Working	497
Absent	156
TOTAL	653

VOTING SCHEDULE

COMMITTEE NO-1

Frank K. Switzer, Mediator

Location	Date 1950	Voting Place	Hours
Chicago, Ill.	Jany 23rd	Pullman Gen'l. Office	8:30AM - 12:15PM
General Office	" "	Mdse. Mart Bldg.	1:00PM - 5:00PM
	" 24th	" " "	8:30AM - 12:15PM
	" "	" " "	1:00PM - 5:00PM
Chicago, Ill.	" 25th	Dist. Office	9:00AM
Northern Dist.	" "	Streamliner Yd.	10:00AM - 10:30AM
	" "	Calif. Ave. Yd.	11:00AM - 11:30AM
Chicago, Ill.	" "	CMStP&P Yd.	12:30PM
Western Dist.	" "	Dist. Office	1:00PM
	" "	CB&Q Yd.	1:45PM - 2:00PM
	" "	Store No-1	2:15PM - 2:45PM
	" "	Pa. RR. Yd.	3:15PM - 3:45PM
Chicago, Ill.	" 26th	Dist. Office	9:00AM
Central Dist.	" 26th	N. Y. C. Yd.	10:00AM - 10:30AM
	" "	CRI&P Yd.	10:45AM - 11:00AM
	" "	B. & O. Yd.	11:30AM - 12 Noon
Chicago, Ill.	" "	Dist. Office	1:00PM
East - South Dist.	" "	Ill. Cent. Yd.	1:45PM - 2:15PM
	" "	C&WI Yd.	3:00PM
	" "	AT&SF Yd.	3:45PM
Chicago, Ill. Commissary	" 27th	Dist. Commissary	8:30AM - 9:30AM
Chicago, Ill.	" 27th	Office & Store 105	11:00AM - 12:30PM
Calumet Shops	" "	" " "	1:00PM - 2:00PM
St. Paul, Minn.	" 30th	Dist. Office	9:00AM
	" "	CMStP&P Yd.	10:00AM
	" "	N. P. Yd.	10:30AM
Omaha, Nebr.	" 31st	Dist. Office	10:00AM
	" "	CB&Q Yd.	10:30AM
Kansas City, Mo.	Feby 1st	Dist. Office	9:00AM
	" "	Terminal Yd.	10:00AM - 11:00AM
Denver, Colo.	" 2nd	Dist. Office	9:30AM
	" "	CB&Q Yd.	10:30AM
	" "	U. P. Yd.	11:30AM
Ft. Worth, Tex.	" 3rd	Dist. Office	9:30AM
	" "	T. & P. Yd.	10:00AM
Dallas, Tex.	" "	Dist. Office	2:00PM
	" "	Terminal Yd.	3:00PM
San Antonio, Tex.	" 6th	Dist. Office	9:30AM
	" "	T. & P. Yd.	10:00AM
Houston, Tex.	" 7th	Dist. Office	9:00AM
	" "	T&NO Yd.	10:30AM
St. Louis, Mo.	" 9th	Dist. Office	9:00AM
	" "	Rankin St. Yd.	10:00AM - 11:00AM
	" "	Jefferson Ave. Yd.	11:30AM - 12:30PM
	" "	21st St. Yd.	1:30PM - 1:45PM
	" 10th	Shops	9:00AM - 11:00AM

COMMITTEE NO-2
A. D. Penfold, Mediator

Location	Date 1950	Voting Place	Hours
Boston, Mass.	Jany. 23rd	Dist. Office	10:00AM
	" "	Dover St. Yd.	11:00AM
	" "	Exeter St. Yd.	12:00Noon
New York, N. Y.	" 24th	Dist. Office	10:00AM
N.Y.C. Railroad	" "	Mott Haven Yd.	2:00PM - 3:30PM
New York, N. Y.	" 25th	Dist. Office	10:00AM
Penn. Terminal	" "	Sunny Side Yd.	2:00PM - 4:00PM
Hoboken, N. J.	" 26th	Dist. Office	9:30AM
Philadelphia, Pa.	" 27th	Dist. Office	9:00AM
	" "	Pa. RR. Yd.	10:00AM
	" "	Broad St. Comsy.	11:00AM
Wilmington, Del.	" 27th	Shops	3:00PM - 5:00PM
Washington, D. C.	" 30th	Dist. Office	9:00AM
	" 30th	Terminal Yard	10:00AM - 11:30AM
	" 30th	Eckington Yd.	12:30PM
Pittsburgh, Pa.	" 31st	Dist. Office	9:30AM
	" "	Penn. Station	10:30AM
	" "	Pa. RR. Yd.	11:15AM
	" "	P&LE Yd.	1:00PM
Buffalo, N. Y.	Feby. 1st	Dist. Office	9:30AM
	" "	N.Y.C. Yd.	10:30AM
	" "	Shops	3:00PM - 5:00PM

COMMITTEE NO-3
C. Robert Roadley, Mediator

Location	Date 1950	Voting Place	Hours
Detroit, Mich.	Jany 23rd	Dist. Office	9:30AM
	" "	Union Depot	10:00AM
	" "	N.Y.C. Yd.	11:00AM
	" "	Mich. Cent. Yd.	12:00Noon
Cleveland, O.	" 24th	Dist. Office	9:30AM
	" "	C. U. T.	10:30AM
	" "	N.Y.C. Yd.	11:00AM
Cincinnati, O.	" 25th	Dist. Office	9:30AM
	" "	C. U. T.	10:30AM
Louisville, Ky.	" 26th	Dist. Office	10:00AM
	" "	L&N Yd.	10:30AM
Atlanta, Ga.	" 27th	Shops	9:00AM - 10:00AM
	" "	Dist. Office	11:00AM
	" "	W. & A. Yd.	1:00PM
	" "	Sou. Yd.	1:45PM
Jacksonville, Fla.	" 30th	Dist. Office	9:00AM
	" "	Terminal Yd.	10:00AM
Miami, Fla.	" 31st	Dist. Office	2:00PM
	" "	F.E.C. Yd.	3:00PM
	" "	S.A.L. Yd.	3:30PM
New Orleans, La.	Feby 2nd	Dist. Office	10:00AM
	" "	I. C. Yd.	11:00AM
	" "	L. & N. Yd.	12:00Noon
Memphis, Tenn.	" 3rd	Dist. Office	11:00AM
	" "	Union Station	11:30AM

COMMITTEE NO-4
Wm. F. Mitchell, Jr. Mediator

Location	Date 1950	Voting Place	Hours
Los Angeles, Calif.	Jany 27th	Dist. Office	10:00AM
	" 27th	Commissary	10:30AM
	" "	S. P. Yd.	11:00AM
	" "	AT&SF Yd.	1:00PM
	" "	U. P. Yd.	2:00PM
San Francisco, Cal.	" 30th	Dist. Office	9:30AM
	" "	S. P. Yd.	11:00AM
	" "	Oakland	1:00PM
Richmond, Cal.	" "	Shops	2:30PM - 4:00PM

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
First International Vice-President
[illegible]
Chicago 16, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD
of
SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters & Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.
CHICAGO DIVISION HEADQUARTERS
Ernest Smith, Secretary-Treasurer
[illegible] 3947 Drexel Boulevard
CHICAGO 16, ILLINOIS
Victory 7124

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

December 22, 1949

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

Dear Brother Randolph:

I am enclosing you herewith a notice of the storeroom non-clerical election and the places where the election is going to be held. I am also enclosing you herewith a copy of the letter I sent to the Zone Supervisors in order that they might be informed as to where the election is to be and when. I have asked the Zone Supervisors to pick out the Brotherhood representative in the various districts under their jurisdiction and send their names and addresses to me.

I would also like to suggest that some form of literature be gotten out for national distribution. I think we better have this literature printed not later than the first of the year so that we can circulate it among the wite men who are going to vote in this election. I would suggest that in this literature we include a little history of the Brotherhood and its success in bargaining for Pullman employes. We can also point out that the Brotherhood's record in bargaining for Pullman employes is second to none in the industry. We can tell these people that if they want a bona fide representative, the Brotherhood of Sleeping Car Porters is the agency that can bargain with this Company effectively at the present time, and that we represent the largest group of Pullman employes.

I think something along those lines ought to be sent out, and it should be printed so we can distribute them among those people in the offices as well as those on the road. We may find some people in the office who are disgusted and might vote for the Brotherhood just because they are made at everybody else. Every vote we can garner will put us in a much better position to protect our employes in case of a deadlock. I will try to keep you informed on these things from time tottime.

Fraternally yours

M P Webster

M. P. Webster, Chairman
International Executive Board

MPW:eig

December 2[illegible], [illegible]

Mr. Ashley L. Totten
Brotherhood of Sleeping Car Porters
[illegible]
[illegible], N. Y.

Dear Brother Totten,

In view of the forthcoming election, January 22nd of the non-clerical storeroom employees, I would advise that you send a letter to each one of the nonclerical storeroom employees in your [illegible] urging them to vote for the Brotherhood and telling them why. You might also get out a dodger or leaflet for distribution among the nonclerical storeroom employees with a ballot form at the bottom indicating how they should vote for the Brotherhood.

We don't have long before the election will be upon us and hence I urge immediate action.

Fraternally yours,

A. Philip Randolph
International President

APR:ha
cc: M. P. Webster
B. Smith
E. J. Bradley
T. D. McNeal
C. L. Dellums
T. Patterson
B. F. McLaurin
W. H. Rowe

[illegible]

[illegible]
[illegible]
[illegible]
Chicago, Illinois

Dear [illegible]

I have your letter of [illegible] of the [illegible] and [illegible] of the [illegible]

I note that you suggest that [illegible] printed out for distribution among the [illegible] In view of the [illegible] put out the literature and get it as [illegible] this time and will be much more effective. [illegible] other [illegible] accordingly.

Fraternally yours,

[illegible]

[illegible]
[illegible]

Bulletin
Storeroom

An International Union
BROTHERHOOD OF SLEEPING CAR PORTERS
217 West 125th Street, Rm. 301
New York, New York

January 6, 1950

TO THE STOREROOM
NON-CLERICAL EMPLOYEES

Dear Sir and Brother:

This is to advise that an election among the storeroom non-clerical employees will be held beginning January 23, 1950 by the National Mediation Board for the purpose of determining whether the storeroom non-clerical employees shall be represented by the Brotherhood of Sleeping Car Porters or the Brotherhood of Railway Clerks or any other organization you may choose.

May I advise that the Brotherhood of Sleeping Car Porters already holds a contract which it negotiated for and in behalf of the storeroom non-clerical employees which secured for you a seven cents increase in pay and the forty hour work week.

It is clear and definite that the Brotherhood of Sleeping Car Porters is the best qualified organization to represent your interests. One of the main reasons for this is that our organization represents the largest single group of employees in the Pullman Company.

There is no good reason under the sun why you should swap the Brotherhood of Sleeping Car Porters for the Brotherhood of Railway Clerks when the Brotherhood of Railway Clerks paid no attention to your interests and problems for years until the Brotherhood of Sleeping Car Porters started the campaign to organize you and fight for wage increases, decent hours of work and security on the job.

If the Brotherhood of Railway Clerks was not interested in you years ago, what good reason have you for assuming that it is interested in you now?

Under the leadership of the Brotherhood of Sleeping Car Porters you have gotten everything every non-operating railway employee has secured in the past and there is no doubt that you will get the same benefits other groups of non-operating railway employees secure in the future.

Therefore, the Brotherhood of Sleeping Car Porters has a right to call upon you to vote for it in the coming election.

VOTE AS FOLLOWS

BROTHERHOOD OF SLEEPING CAR PORTERS, A.F. of L. ☒

Fraternally yours,

A Philip Randolph

A. Philip Randolph
International President

APR:RB

Jan. 13 – 1950
1713 Mc Dougall ave.
Detroit, 7 Mich.

Mr. A. Philip Randolph
International president of
Brother Hood of Sleeping Car porters
New york N.y.

Dear brother Randolph

I receijed your letter regarding ~~to~~ the election beginning Jan. 23rd Which I had been notified by Bro. Bennie Smith And I am putting forth all Effort in behalf of Brother Hood of Sleeping Car porters Which I feel that's our best hopes for representation. I Shall offer you my full Support in your Effort. thanks for your interest

that you've taken in
organizing us.

Yours Sincerly

Benjamin S. Buck

1142 Biloxi St.
Jackson 36 Miss
1/30/1950

Mr P. A. Randolph
217 West 125th Street
New York N.Y.

Dear Sir:

I am a Member of Lodge No 648 Coarch Cleaning Department. I have been cut off. Oct. 30th There is a job at the Rip Track that Was not Bultined. There are Younger Coarch cleaners Warking on this Job. I Understand the jobs are held by Seniority. In that case I am asking for information how to go about the investigation

Enclosed find Stamped envelope for return Mail.

Yours Truly

S. Logan

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
First International Vice-President
3456-58 South State Street
Chicago 16, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters & Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.
CHICAGO DIVISION HEADQUARTERS
Ernest Smith, Secretary-Treasurer
~~[illegible]~~
CHICAGO 16, ILLINOIS
Victory 7124

3947 Drexel Boulevard
2nd Floor

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

March 2, 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

Dear Brother Randolph:

This is to advise that as a result of the election held involving the storeroom non-clerical employes, the Brotherhood of Steamship and Railway Clerks now represent this class of employes. The results were as follows:

Number of Employes on List of Eligible Voters	3252
Number voting for Pullman Clerks Association	809
Number voting for Brotherhood of Sleeping Car Porters	362
Number voting for Brotherhood of Railway & Steamship Clerks	1646
Number voting for orther Organization or Individuals	10
Number of Void Ballots	45

It is apparent that the Railway Clerks will be recognized to represent this group. I would suggest that our men be told to join the Railway Clerks Organization since they represent them and to participate in the organization. If at any time they find that they are not getting justice, they can always feel free to come to the Brotherhood.

Fraternally yours,

M P Webster

M. P. Webster, Chairman
International Executive Board

MPW:eig

cc: Mr. B. F.McLaurin
Mr. Thomas Patterson
Mr. Ashley L. Totten
Mr. Bennie Smith
Mr. C. L. Dellums

non Clerical

NATIONAL MEDIATION BOARD
WASHINGTON

In the matter of

REPRESENTATION OF EMPLOYEES

of

THE PULLMAN COMPANY
Clerical, Office, Station
and Storehouse Employees

CASE NO. R-2137

Certification

March 16, 1950

The services of the National Mediation Board were invoked by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employes to investigate and determine who may represent for purposes of the Railway Labor Act, as provided by Section 2, ninth, thereof, clerical, office, station and storehouse employees of The Pullman Company.

At the time application was received the clerical and miscellaneous employees were represented by the Pullman Clerks' Association and the storeroom non-clerical employees were represented by the Brotherhood of Sleeping Car Porters, A.F. of L.

The Board assigned Mediator Frank K. Switzer to investigate. During the investigation, the Brotherhood of Sleeping Car Porters contended that storeroom non-clerical employees are a separate group for representation purposes and not a part of the craft or class of clerical, office, station and storehouse employees. The American Railway Supervisors Association, Inc., contended that storekeepers are a separate class or craft for representation purposes and, therefore, should not be included with clerical, office, station and storehouse employees as covered by the application of the Brotherhood of Railway and Steamship Clerks.

As a result of the opposing views of the contesting organizations, the question of who should participate in the election was set for a hearing before the Board. Following the hearing, a determination of class or craft was issued on September 29, 1949, wherein the Board found that the craft or class of clerical, office, station and storehouse employees of The Pullman Company includes storekeepers, district storekeepers, storeroom non-clerical employees, as well as other occupations as are generally recognized to be a part of the class or craft. In addition, the Board found that a dispute existed among the employees of the craft or class and directed that a representation election be conducted by secret ballot among the employees involved.

Following is the result of the election as reported by the mediator and attested on February 27, 1950, by representatives of the contesting organizations who acted as observers:

Number of employees voting:

	Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express and Station Employes	Pullman Clerks' Association	Brotherhood of Sleeping Car Porters A. F. of L.	Other Organizations or Individuals	Void Ballots	Number of Employees Eligible
Clerical, Office, Station and Storehouse Employees	1646	809	362	10	45	3252

In preparing for the election reported above, a question developed concerning the eligibility of day and night agents; the Brotherhood of Railway and Steamship Clerks contended that such employees are a part of the craft or class, while the carrier contended that day and night agents should be classed as officials and not as employees, within the meaning of the Railway Labor Act. Although written statements were obtained in support of these opposing views, the Board determined that further information was needed and ordered a public hearing, which was held on March 10, 1950. The Board directed that mail ballots be sent to all day and night agents and that such ballots remain impounded pending a determination of the disputed question as to their eligibility. In view of the fact that there are approximately 120 day and night agents, a number not sufficient to affect materially the results of the election, there is no necessity of withholding certification pending determination of their eligibility.

FINDINGS AND CERTIFICATION

The National Mediation Board, upon the whole record and the report of the mediator, finds that the carrier and the employees in this case are, respectively, a carrier and employees within the meaning of the Railway Labor Act, as amended; that this Board has jurisdiction over the dispute involved herein; and that the interested parties were given due notice of investigation; whereupon the National Mediation Board hereby certifies that:

The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employes has been duly designated and authorized to represent for purposes of the Railway Labor Act, the craft or class of clerical, office, station and storehouse employees of The Pullman Company, its successors and assigns.

By order of the NATIONAL MEDIATION BOARD.

Thomas E. Bickers
Secretary

March 14, 1950

Mr. E. L. Logan
1140 [illegible] Street
Jackson [illegible], Mississippi

Dear Brother Logan:

This will acknowledge receipt of your letter of January 27th [illegible] as to the procedure for handling a case of yours. May I say that the coach cleaners are under the Brotherhood of Railway Carmen. [illegible] of your foreman who represents the Brotherhood of Railway Carmen on your road and talk with him about your rights in the situation and I think you will be able to get your case settled. The Brotherhood of Sleeping Car Porters does not represent the car cleaners.

Fraternally yours,

A. Philip Randolph
International President

APR:EB

NATIONAL MEDIATION BOARD
WASHINGTON (25)

Vra Clerical

March 23, 1950

Mr. H. R. Lary, Supv. of Ind. Relations
Pullman Company
222 W. North Bank Drive
Chicago 54, Illinois

Mr. George M. Harrison, Grand Pres.
Brotherhood of Ry. & Steamship Clerks
1015 Vine Street
Cincinnati 2, Ohio

Mr. John C. Rugen, Nat'l. President
Pullman Clerks' Ass'n., 5th Floor
Room 16A - Merchandise Mart.
Chicago, Illinois

Mr. Francis A. Galla, Nat'l. Sec'y.-Treas.
Pullman Clerks' Ass'n., 5th Floor
Room 15A - Merchandise Mrt.
Chicago, Illinois

Mr. A. Philip Randolph, Int'l. President
Int'l. Bro. of Sleeping Car Porters
217 W. 125th Street
New York 27, New York

Gentlemen:

By direction of the Board I am enclosing Certification in the matter of representation of Clerical, office, station and storehouse employees, employed by The Pullman Company.

Very truly yours,

T E Bickers
Thomas E. Bickers
Secretary

Enclosure

~~[illegible]~~

Nonc Cler

Stewards [illegible]

March 31, 1960

Mr. Milton P. Webster
Brotherhood of Sleeping Car Porters
6007 Drexel Blvd., 2nd Fl.
Chicago, Illinois

Dear Web:

This will acknowledge receipt of your letter of March 2nd concerning the results of the election involving nonclerical Stewards employees.

I note you, suggest that our men be advised to join the Brotherhood of Railway & Steamship Clerks since it represents this class of employees now. I think this suggestion is correct.

Fraternally yours,

APR:ba

A. Philip Randolph
International President

Non-Clerical
Storeroom
Employees

March 31, 1950

Mr. Benjamin S. Buck
1713 McDougall Avenue
Detroit, Michigan (7)

Dear Sir and Brother:

Just a word to thank you for your letter of January 19th informing me of your interest in the Brotherhood of Sleeping Car Porters' fight in the election involving non-clerical storeroom employees. May I say that as a result of the election the Brotherhood of Railway Steamship Clerks won and will represent the non-clerical storeroom employees in the future. I would advise the members of the Brotherhood in this craft to join the Brotherhood of Railway Steamship Clerks since it is the designated bargaining agent for your group at this time .

Fraternally yours,

APR:sha

A. Philip Randolph
International President

Closed

Copy to International [illegible]

June 28, 1940

Mr. G. M. Harrison
Grand President
Brotherhood of Railway and Steamship Clerks
Brotherhood of Railway Clerks Building
Cincinnati, Ohio

Dear Sir and Brother;

Information has come to us from our Third International Vice-President, E. J. Bradley, 11 North Jefferson Street, St. Louis, Missouri to the effect that Rollins D. Johnson, 3130 N. Taylor Street; Elijah Harris, 2977 Windsor Place; and Thomas J. Clark, 2220 Olive Street, all of St. Louis and car cleaners in the employ of the Pullman Company, have made applications for membership in the Missouri Pacific Lodge No. 1270 of the Brotherhood of Railway and Steamship Clerks, but have been rejected in letter signed by F. E. Rohn, Financial Secretary-Treasurer under date of June 15, 1940.

Since the Brotherhood of Railway and Steamship Clerks won the election involving representation of non-clerical storeroom employees in the employ of the Pullman Company, I assume that this class of employees would be eligible for membership in the Clerks Union but you will note that these three workers have been denied the right to become members of the aforementioned lodge in St. Louis.

Since you may not be aware of this condition, I want to bring it to your attention with the hope that you will immediately investigate it with a view to correcting this grave wrong perpetrated upon the abovementioned workers. I know you would not tolerate this form of discrimination if you were aware of it.

NATIONAL MEDIATION BOARD
WASHINGTON
(25)

Hon. Clement

August 22, 1950

Case No. R-2137

Mr. H. R. Lary, Supv. of Ind. Relations
Pullman Company
222 W. North Bank Drive
Chicago 54, Ill.

Mr. Geo. M. Harrison, Grand President
Brotherhood of Railway & Steamship Clerks
Cincinnati 2, Ohio

Mr. C. S. Goble, Vice Grand President
Brotherhood of Railway & Steamship Clerks
Cincinnati 2, Ohio

Mr. James Crawford, General Counsel
Brotherhood of Railway & Steamship Clerks
Cincinnati 2, Ohio

Mr. John C. Rogers, Nat'l. President
Pullman Clerks' Assn., 5th Floor
Room 164--Merchandise Mart
Chicago, Ill.

Mr. Francis A. Callis, Nat'l. Secy-Treas.
Pullman Clerks' Assn. 5th Floor
Room 164--Merchandise Mart
Chicago, Ill.

Mr. A. Philip Randolph, Int'l. President
Int'l. Brotherhood of Sleeping Car Porters
217 W. 125th St.
New York 27, N. Y.

Gentlemen:

By direction of the Board I am enclosing a Determination of Craft or Class in the matter of representation of Day and Night Agents of The Pullman Company.

Very truly yours,

T E Bickers
Thomas E. Bickers
Secretary

Enclosure

NATIONAL MEDIATION BOARD
WASHINGTON

In the matter of	CASE NO. R-2137
REPRESENTATION OF EMPLOYEES	
of	DETERMINATION OF CRAFT OR CLASS
THE PULLMAN COMPANY Day and Night Agents	August 18, 1950

Pursuant to the provisions of Section 2, Ninth, of the Railway Labor Act, as amended; the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees applied for services of the National Mediation Board to investigate a representation dispute among the craft or class of clerical, office, station and storehouse employees of The Pullman Company. In the course of its investigation, the Board issued a determination of craft or class under date of September 29, 1949. In the determination the Board directed that a representation election be conducted by secret ballot among employees of the craft or class.

In preparing for the election, theBrotherhood contended that day and night agents employed by the carrier are a part of the craft or class of clerical, office, station and storehouse employees and requested that day and night agents be included on the list of eligible voters and permitted to cast ballots in the election. The carrier management contended, on the other hand, that its day and night agents are officials as distinguished from employees as these terms are used in the Railway Labor Act, and that day and night agents are not a part of the craft or class of clerical, office, station and storehouse employees. 1/

As a means of progressing the election to a conclusion, the Board directed that ballots be furnished the day and night agents but that such ballots were to remain impounded, pending a determination of their eligibility to participate in the election as a part of the craft or class of clerical, office, station and storehouse employees.

As a part of its investigation respecting the eligibility of day and night agents to participate in the election, the Board ordered a public hearing and by appropriate notice requested the carrier to participate therein. The hearing was held at 220 South State Street, in the city of Chicago, Illinois, on March 10, 1950. The Brotherhood and the carrier were given full opportunity to introduce evidence bearing on the dispute and to examine and cross-examine witnesses.

Following the hearing the Brotherhood and carrier submitted briefs in support of their respective contentions.

1/ TR-15

The Facts

(1) The Pullman Company is a carrier within the meaning of Section I, First, of the Railway Labor Act, as amended. The principal function of The Pullman Company is to provide sleeping car service for the railroads of the nation. It also operates parlor car and dining and buffet car service for certain railroads.

(2) To facilitate its far flung operations, The Pullman Company divides the country into seven geographical areas, each of which is headed by a Zone Superintendent. In each of these areas there are districts and agencies; the district being the larger point and the agency being the smaller point of The Pullman operations within these areas. The Company has 68 districts and agencies.

Each district is in charge of a District Superintendent, whereas an agency is in charge of an Agent. Day and/or night agents are employed in both the districts and the agencies. The usual district organization is headed by a district superintendent, one or more assistant district superintendents and day and night agents. In the smaller districts and agencies there is no assistant district superintendent and the night agent or day agent ranks immediately under the district superintendent or agent. The day and night agent is the initial position in ascending order in a district or agency, just a short step below the district superintendent or assistant agent.

(3)The number of day and night agents reported to the mediator by the carrier totals 116. Of this total 69% were promoted from the ranks of clerical employees; 26% from pullman conductor ranks and 5% from the ranks of mechanical employees. Of the total of 157 district or zone officers presently employed, 52% arose to their position through the night agent or day agent channel. 1/

Day and night agents have never been represented for collective bargaining. Vacancies in day and night agent positions are filled at the company discretion. Day and night agents are reported on the "Monthly Report of Employees, Service, and Compensation" as required by the Interstate Commerce Commission, under reporting division No. 78, which covers Station Agents (supervisory--major stations--nontelegraphers). In accordance with instructions of the Interstate Commerce Commission, issued under date of January 30, 1933, included under this reporting division are also assistant supervising station agents and supervising station agents.

In describing supervisory station agents, the I.C.C. issued the following regulations on February 5, 1924, Ex Parte No. 72:

> (a) Supervisory station agents who, in addition to their supervisory duties, are required to perform work usually performed by telegraphers, telephone operators, ticket sellers, bookkeepers, towermen, levermen, or similar routine duties are employes and although they may have supervision over one or more other station employes, cannot be properly designated subordinate officials.

1/ TR-16-19

(b) Except those referred to in the next succeeding paragraph, supervisory station agents whose duties are wholly supervisory and who are not required to perform routine office work, as outlined in the preceding paragraph, are designated as subordinate officials.

(c) Supervisory station agents at large and important stations whose duties are wholly supervisory, and who are of necessity vested with greater responsibilities, duties and authority than the agents hereinbefore classed as subordinate officials, may be designated officials and excluded from the class of subordinate officials.

The purpose of these regulations was to designate the classes of employees to be included within the term "subordinate official" under Title III of the Transportation Act.

(4) There is no distinction between the duties and responsibilities of day and night agents, the distinction being merely the hours of duty which sometimes overlap. However, during the major portion of the night agent's tour of duty the district offices are closed so that he must act on his own responsibility without the presence of the district superintendent or assistant district superintendent. During the hours after the office is closed, the day and night agent is the authorized representative of the Company including work in the yards, storeroom, service, car service, commissary, cashier and car desk. By reason of this general responsibility, the night agent is commonly referred to as the night superintendent. 1/

The day and night agent is required to inspect both incoming and outgoing Pullman cars, such inspections cover the general appearance and conditions of the cars and include checking air conditioning, ventilation, water, restrooms, the uniforms, as well as the general appearance and condition of Pullman attendants, such as conductors, porters and buffet car attendants.

Normally, the assignment of Pullman attendants is made by a clerk in the sign off office during the day. However, where attendants fail to report for duty or if the day and night agent deems them unfit to perform their duties properly, he may withhold them from their assignment and substitute another employee. Such attendants withheld from service on authority of the day and night agent are subject to investigation and possible disciplinary action by higher authority. The day and night agent does not have the authority to discipline beyond withholding them from an assignment, but may serve as a witness in any investigation which ensues.

The day and night agent is sometimes called upon to correct ticket errors and iron out difficulties with passengers arising from duplicate sales. In taking care of such complaints, the day and night agent may release or change space assignments for passengers, trace lost baggage and generally represent the company in keeping passengers' complaints and claims at a minimum.

1/ TR-91-107

The day and night agent instructs attendants in new phases of their work and explains the operation of new equipment. Normally, the assignment of Pullman cars to trains is made by a car clerk, who works under the direct supervision of an assistant superintendent. However, where there are accidents or car failures, the day and night agent is authorized to order on-the-spot repair work to be performed by mechanics, or if necessary, a car may be taken out of service and replaced by a substitute car. He is responsible for the make up of trains, in so far as Pullman cars are concerned, when delays in schedules make rerouting or train assignment changes necessary. If the number of Pullman cars in a train does not come up to expectations the day and night agent may withhold attendants whom he feels are unnecessary. Conversely, he may assign extra conductors or other attendants if the number of cars and the passenger load appears to warrant additional personnel.

It is the responsibility of the day and night agent to interpret and apply company policy. He does not have authority to change such policy, but attends staff meetings where policy matters are discussed and may offer his suggestions and comments as to existing policy or proposed changes.

While on duty, the day and night agent wears a uniform similar to that of a Pullman conductor. He does not occupy an office nor does he have a desk. His time in the office is largely confined to familiarizing himself with bulletins and current instructions. The reports he files are in the nature of notes to other personnel containing instructions or information. The nature of his work is such that most of his time is spent on the platform, in and around the trains or in the Pullman cars.

The day and night agent is responsible for seeing that make-down reports are transferred from the station to the Pullman cars. Normally, such reports are delivered by the station duty conductor or porter, but may be delivered on occasion by the day and night agent personally.

On trains arriving after office hours, the cash receipts for Pullman sales made enroute are delivered to the day and night agent in a sealed envelope. Such funds are deposited by the day and night agent in a safe or other proper place for safe keeping until the day force comes on duty.

Discussion and Findings

The contentions of the carrier management and the Brotherhood raise two questions; first, whether day and night agents are officials rather than employees as these terms are used in the Railway Labor Act, as amended; and second, whether day and night agents are a part of the craft or class of clerical, office, station and storehouse employees.

Provisions of the Act relevant to these two questions are quoted as follows:

> "The term 'employee' as used herein includes every person in the service of a carrier (subject to its continuing authority to supervise and direct the manner of rendition of his service) who performs any work defined as that of an employee or

> subordinate official in the orders of the Interstate Commerce Commission now in effect, and as the same may be amended or interpreted by orders hereafter entered by the Commission pursuant to the authority which is hereby conferred upon it to enter orders amending or interpreting such existing orders: Provided, however, That no occupational classification made by order of the Interstate Commerce Commission shall be construed to define the crafts according to which railway employees may be organized by their voluntary action, nor shall the jurisdiction or powers of such employee organizations be regarded as in any way limited or defined by the provisions of this Act or by the orders of the Commission."

Section 2, Fourth, of the Railway Labor Act, extends to employees subject to the law "the right to organize and bargain collectively through representatives of their own choosing." This section also provides that "the majority of any craft or class of employees shall have the right to determine who shall be the representative of the craft or class for the purposes of this Act."

Section 2, Ninth, of the Act requires the National Mediation Board to investigate disputes which arise among a carrier's employees over representation, and to certify the duly authorized representative of such employees. In such investigations the Board is authorized to conduct elections by secret ballot or to utilize any other appropriate method of ascertaining the names of the duly designated and authorized representative of the employees. In the conduct of any such election the Act requires that "the Board shall designate who may participate in the election and establish the rules to govern the election ...."

In dealing with the question of whether day and night agents are a part of the craft or class of clerical, office, station and storehouse employees, it should be noted that operations of the Pullman Company are very closely related to railroad operations. This is due to the fact that Pullman functions as the sleeping car agency for the railroads of the country. Pullman also operates parlor car, dining and buffet car service for some railroads. As a consequence of this close relationship, the duties of many railroad and Pullman employees are closely comparable.

The duties and responsibilities of day and night agents, as reviewed above, show them to be supervisory employees. In exercising supervision over operations, a considerable amount of their time is devoted to inspecting the appearance and performance of personnel and equipment. In case of irregularities, the night and day agents are authorized to direct such remedial action as they deem advisable. Incident to functioning as supervisors, they change the assignments of employees or cars. Such assignments are normally performed by employees in the craft or class of clerical, office, station and storehouse employees, such as a sign out clerk or a car clerk. It is important to note, however, that day and night agents change such assignments only to meet some irregularity of operation or emergency.

> subordinate official in the orders of the Interstate Commerce Commission now in effect, and as the same may be amended or interpreted by orders hereafter entered by the Commission pursuant to the authority which is hereby conferred upon it to enter orders amending or interpreting such existing orders: Provided, however, That no occupational classification made by order of the Interstate Commerce Commission shall be construed to define the crafts according to which railway employees may be organized by their voluntary action, nor shall the jurisdiction or powers of such employee organizations be regarded as in any way limited or defined by the provisions of this Act or by the orders of the Commission."

Section 2, Fourth, of the Railway Labor Act, extends to employees subject to the law "the right to organize and bargain collectively through representatives of their own choosing." This section also provides that "the majority of any craft or class of employees shall have the right to determine who shall be the representative of the craft or class for the purposes of this Act."

Section 2, Ninth, of the Act requires the National Mediation Board to investigate disputes which arise among a carrier's employees over representation, and to certify the duly authorized representative of such employees. In such investigations the Board is authorized to conduct elections by secret ballot or to utilize any other appropriate method of ascertaining the names of the duly designated and authorized representatives of the employees. In the conduct of any such election the Act requires that "the Board shall designate who may participate in the election and establish the rules to govern the election ...."

In dealing with the question of whether day and night agents are a part of the craft or class of clerical, office, station and storehouse employees, it should be noted that operations of the Pullman Company are very closely related to railroad operations. This is due to the fact that Pullman functions as the sleeping car agency for the railroads of the country. Pullman also operates parlor car, dining and buffet car service for some railroads. As a consequence of this close relationship, the duties of many railroad and Pullman employees are closely comparable.

The duties and responsibilities of day and night agents, as reviewed above, show them to be supervisory employees. In exercising supervision over operations, a considerable amount of their time is devoted to inspecting the appearance and performance of personnel and equipment. In case of irregularities, the night and day agents are authorized to direct such remedial action as they deem advisable. Incident to functioning as supervisors, they change the assignments of employees or cars. Such assignments are normally performed by employees in the craft or class of clerical, office, station and storehouse employees, such as a sign out clerk or a car clerk. It is important to note, however, that day and night agents change such assignments only to meet some irregularity of operation or emergency.

Relating the functions of day and night agents to a single comparable railroad position is difficult. The responsibility for the inspection and makeup of trains insofar as Pullman cars are concerned and the supervisory authority over Pullman attendants is closely related to the functions of a terminal trainmaster or yardmaster. However, more closely related to the overall authority of day and night agent positions are the railroad supervisory agents included in reporting division No. 78. The job titles are closely comparable, just as are the broad functions of supervision and general responsibility for the operations under their jurisdiction.

On the railroads, the supervisory employees included in the craft or class of clerical, office, station and storehouse employees have supervision over employees who are also in the craft or class. In this respect, it is noted that day and night agents have general supervision over varied Pullman operations. It is also noted that their supervisory authority in day-to-day operations is usually confined to conductors, porters, and other Pullman car attendants, rather than to clerical, office, station or storehouse employees.

The fact that a large percentage of day and night agents were promoted to their positions from the clerical ranks is not indicative that they still remain a part of the craft or class. Moreover, there are numerous examples on railroads where supervisory employees are in separate crafts or classes from the employees they supervise, i.e., dispatchers, yardmasters, mechanical foremen and subordinate officials in the Maintenance of Way and Structures Department.

For the reasons discussed above, the Board finds that day and night agents are not a part of the craft or class of clerical, office, station and storehouse employees. In view of the finding that day and night agents are not a part of the craft or class of clerical, office, station and storehouse employees, it is unnecessary for the Board to comment on the question raised by the carrier contention that day and night agents are officials.

Conclusion

It is hereby directed that the impounded ballots of day and night agents shall remain unopened. The results of the election as reported in the certification dated March 16, 1950, constitute the final results of the election and the Board's investigation is hereby concluded.

By order of the NATIONAL MEDIATION BOARD.

Thomas E. Bickers
Secretary

Leaves of absence to obtain vocational rehabilitation or education or training under Servicemen's Readjustment Act of 1944, as amended.

MEMORANDUM OF UNDERSTANDING

It is hereby understood and agreed by and between The Pullman Company and its storeroom non-clerical employes in Districts and Agencies in the United States of America, and its storeroom non-clerical (except laborers) and miscellaneous non-clerical employes in Repair Shops, represented by the Brotherhood of Sleeping Car Porters, that any employe covered by the working Agreement who served in active military or naval service on or after September 16, 1940, and prior to the official termination of World War II, and who is entitled to vocational rehabilitation or to education or training under the provisions of the Servicemen's Readjustment Act of 1944, as amended, (G. I. Bill of Rights) shall, upon proper written application, be granted a leave of absence for the purpose of obtaining such vocational rehabilitation or education or training under the Act, PROVIDED:

(1) that he left a position with the Company to enter military or naval service;

(2) that he has been discharged or released from such service under honorable conditions; and

(3) that he has protected his rights to re-employment by returning to active service with the Company or by applying for and being granted a leave of absence within the time limit prescribed by law.

The leave of absence granted under the provisions of this Memorandum shall be for the period of time necessary to complete such vocational rehabilitation or education or training as he is entitled to under the Act, and for thirty (30) days thereafter. In the event the employe's educational privileges under the Act are terminated short of the period for which the employe was certified by the Administrator of Veterans' Affairs or other proper governmental official, such leave of absence shall be considered terminated thirty (30) days thereafter.

It is further agreed that in the application of this Memorandum of Understanding it will be permissible for an employe to engage in part time employment outside of the Company while on leave of absence. He shall not be permitted to reenter the employ of the Company by the exercise of displacement rights during the period covered by such leave of absence but may be taken up temporarily in any vacant position for which no qualified employe, including any on furlough, is available.

It is understood that an employe who makes application for return to active Pullman service following completion or termination of his vocational rehabilitation or education or training under the Act shall be required to submit satisfactory evidence to verify the fact that his time absent while on leave has been used for the purpose of obtaining such rehabilitation, education or training and that he has applied for re-employment within thirty (30) days after completion or termination of such rehabilitation, education or training. Failing to do so, such employe shall forfeit all seniority held under the working Agreement covering the above-designated classes of employes.

This Memorandum of Understanding shall supersede the following Memoranda of Understanding as they affect storeroom non-clerical employes of the Company in Districts and Agencies, and storeroom non-clerical (except laborers) and miscellaneous non-clerical employes of the Company in Repair Shops, represented by the Brotherhood of Sleeping Car Porters:

(1) The Memorandum of Understanding dated April 30, 1945, providing for granting leaves of absence to obtain vocational rehabilitation or education or training under Servicemen's Readjustment Act of 1944, as amended, between The Pullman Company and its employes performing mechanical, labor and car cleaning work in Districts and Agencies, represented by The Independent Pullman Workers Federation.

(2) The Memorandum of Understanding dated April 6, 1945, providing for granting leaves of absence to obtain vocational rehabilitation or education or training under Servicemen's Readjustment Act of 1944, as amended, between The Pullman Company and its employes in its Repair Shops' Mechanical and Labor Departments, represented by The Pullman Car Employes Association of the Repair Shops.

Signed at Chicago, Illinois, this 25th day of November, 1947.

FOR THE PULLMAN COMPANY:

H. R. Lary

Supervisor of Industrial Relations

FOR THE STOREROOM NON-CLERICAL EMPLOYES REPRESENTED BY THE BROTHERHOOD OF SLEEPING CAR PORTERS:

A. Philip Randolph

International President, B.S.C.P.

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
First International Vice-President
3456-58 South State Street
Chicago, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

T. T. PATTERSON
Zone Supervisor

B. F. McLAURIN
International Field Organizer

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.
JACKSONVILLE DIVISION
A. BURWELL, Sec'y-Treas.
823 Davis St., Room 4
Jacksonville 4, Florida
440

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

DIVISION OFFICERS
S. HARPER, President
W. CARSWELL, 1st Vice-Pres.
G. MICKENS, 2nd Vice-Pres.

GRIEVANCE COMMITTEE
S. L. BENNETT
S. HARPER
H. LEAPHART

Non-clerical Storeroom employes

1950 Roster Non-Clerical Workers
Pullman Company Jacksonville

1. K. Thomas - in service

2. E. D. Morell- in service

3. Leroy Amos - in service

4. Dock Moore- Furloughed

5. Karey Battles- Military service

6. Curlie Brinson-Furloughed

7. C. B. Brown-Furloughed

8. Elijah Herbert-Military service

9. Sam Myers-Furloughed

10 James Smith-Furloughed

non-Clerical
Storeroom
employees

Report on Store-Room and Non-Clerical Employes.

Mr. Chairman and fellow delegates, the committee on store room and non-clerical employes met in panel session and gave considerable consideration to the many problems that they're confronted with. While the Brotherhood, won the right to representation for this group in an election held in November, 1946, we have not been able to secure a contract, or make many improvements in their working conditions, however, the organization has provided machinery for the processing of grievances under the present contract and have a right to process cases to the mediation board.

In order that the storeroom non-clerical employes, may be assured the same protection as any other employe in the railroad industry by virtue of his membership in the Brotherhood of Sleeping Car Porters, and in order that the non-members of this group may become organized the committee recommends the following:

1. That the Sixth Biennial Convention go on record as establishing a National Committee of Storeroom and Non-Clerical Employes, and that they be chartered by the International Brotherhood of Sleeping Car Porters.

2. That the provisions of the Constitution and by-laws of the International Brotherhood apply to the Storeroom Employes, with the following exceptions:
(a) That the joining fees and dues remain as is.
(b) That one dollar and fifty cents shall be remitted to the National Office, and fifty cents shall remain in the local Treasury.

3. The committee further recommends after careful consideration of changes in the proposed agreement, that the following be considered and turned over to the Negotiation Committee for action.

That Rule (2) which deals with Rates of Pay and Classification of Employes; be changed to read as follows:

(a) Supervisor of Linen Room.
(b) Car Linen Checker, Packer and Equipment Suppliers.
(c) Linen Handlers, and Truck Operators.
(d) Storeroom Laborers.

Rule 3. To be changed in conformity with the Organizations present demands for basic hourly change, pay increases and rules governing working conditions.

Rule 33. To be amended to read, that no time should be lost by Employes due to strikes caused by other groups.

The Committee further recommends that, Rule 42, Section 3 be amended to read, That when a Storeroom Non-Clerical Employe is transferred from one Classification to another, he shall be paid the highest rate payed in group transferred to, under no circumstances shall he be paid less than he received in group transferred from.

The Committee Recommends the following changes in Rule (46) on Vacation.

That Employes be given one additional day for cummulative service for over five years and less than ten years;
Over ten years and less than fifteen years cummulative wervice two additional work days;
Over fifteen years and less than twenty years cummulative service three additional work days;
Over twenty years and less than twenty-five years cummulative service four additional work days.

And one additional work day each year for every additional five years cummulative service over twenty years in the above mentioned positions.

The Committee Recommends
That Storeroom Non-Clerical Employees who are exposed to the weather be furnished with Rain Coats, rain hats, and boots for the protection of their health. Since the importance of changing the present contract is generally known, and since the signing of a contract for the car suppliers will acclerate the Organization, and certainly forestall any and all efforts on the part of Railway Clerks to organize them. The Committee urges that the Negotiation Committee be instructed to seek a conference with management as soon as possible for the purpose of securing a contract and that the composition of the committee include Storeroom Employees.

The Committee Recommends
That in view of the expressed intentions of the Railway Clerks International to organize the Pullman Clerical Department and include the Storeroom Non-Clerical Employees in their organization efforts, thus threatening the Jurisdiction of the Brotherhood of Sleeping Car Porters; That our International President notify all Division Presidents, Zone Supervisors and Officers of the Storeroom Employees, and have them pass the word down the line to every Employee in the Non-Clerical department to refrain from signing Authorization cards. There the Committee feels by so doing, the Brotherhood will have resisted every effort on the part of the Railway Clerks to raid the jurisdiction of the Brotherhood of Sleeping Car Porters.

The Committee Further Recommends:
That a campaign be organized immediately to enlist the support of all Non-Union members in order that we might have additional strength with which to wage our fight for improving working conditions.

Mr. Chairman, this completes the report of your Committee of Storeroom and Non-Clerical Employees. I move the adoption of the report as a whole.

Members serving on the Committee, are as follows: Dallas B. Johnson, St. Louis; Sam Broida, Chicago; M. J. Bryant, New York; C. T. Ferderick, Washington, D.C; A. Toland, Philadelphia, Pa.

ASA PHILIP RANDOLPH

SUBJECT FILE

BROTHERHOOD OF SLEEPING
CAR PORTERS/ –
Legal Papers
Train Maids' Case

1951-
1952

SENIORITY ROSTER OF TRAIN MAIDS
REVISED AS OF JANUARY 1, 1951

ORDER NO.	IDENT. NO.	NAME	SENIORITY DATE
1	3386	B. L. Jay	12-2-39
2	3387	G. M. Payne	12-3-39
3	3389	L. V. Thorpe	12-5-39
4	3405	M. J. Cole	12-15-39
5	3526	C. Minyard	12-21-40
6	3498	E. A. Alston	12-23-40
7	3557	H. M. Miles	6-21-41
8	3773	F. B. Turner	12-21-42
9	3772	S. A. Tollerson	12-26-42
10	4009	O. McKinney	1-3-43
11	1263	E. L. Turner	6-22-43
12	20269	A. L. Rush	4-27-44
13	3390	M. C. Goosby	12-29-44
14	21484	M. Carter	1-1-46
15	21783	I. Blocker	12-12-46
16	21784	A. Glymph	12-14-46
17	21797	M. Foy	12-16-46

DUTIES PERFORMED BY MAIDS
ON THE
ATLANTIC COAST LINE RAILROAD COMPANY

On reporting to the Signout Office in the Pennsylvania Station, the maids were required to take some large brown paper bags for storing refuse picked up enroute on the train and supply them to each car. They were also required to take stationery from the Signout Office for use on the Club car. These two services were discontinued before the dispensing with maids' service.

At time maid-service was discontinued;

1. On reporting at the train, maids would change from their street clothes to uniforms. They would then inspect all ladies' rooms on the train to see that they are supplied with the necessary equipment for the trip. The number of cars assigned to one maid would range between eight and fourteen.

   After the train leaves the station, the maid would accompany the train conductor through the train as he lifts transportation. Her duty during this time is to open the doors of the ladies' rooms and collect tickets of occupants. This is an important service because often the ladies are not in a condition to permit conductors to enter the room for the ticket or to hand it to him through the door.

2. Taking care of babies and sick or crippled passengers and giving as much travel comfort as possible to them: This service includes the taking of milk to the dining car and having it kept under refrigeration until needed. They are also called upon at different times to serve articles of food from the dining car.

   After checking the car leaving New York, the next check would be made at Philadelphia and again at Washington. They are also expected to lock the toilets at those points and reopen them on leaving the stations. On the return trip from New York to Jacksonville, maids are required to check with conductors leaving Jacksonville and again leaving Washington.

Cleaning the ladies' room is a very important part of the maids' duties. These rooms are continually littered with soiled paper towels, drinking cups and other matters and the maids are fully occupied keeping these rooms tidy and presentable.

Maids are on duty from the time the train leaves New York or Jacksonville until 12 midnight both ways. Five hours are deducted each way for sleep period. If the train is late in arriving at the point where the maid should be relieved for rest the conductor may request her to stay up until such time as he checks the cars. It is also recognised in cases of emergency or whenever the conductor considers it necessary to call on a maid at different times to serve sick passengers or for any other services in her line of work, he will do so.

C
O
P
Y

ATLANTIC COAST LINE RAILROAD COMPANY

WASHINGTON, D. C.

TRAIN MAIDS

Effective last trip leaving New York, November 3, 1951, assignments to train maids will be abolished on all trains.

(Signed)

J. J. Peacock
Superintendent Dining Cars

ACLRR

REGISTERED-RETURN
RECEIPT REQUESTED:

November 15, 1951

Mr. W. S. Baker
Assistant Vice President
Atlantic Coast Line Railroad Co.
Wilmington, North Carolina

Dear Sir:

In view of the recent dismissal of all the maids in the employ of the Atlantic Coast Line Railroad Company, following action of the National Railroad Adjustment Board in satisfying a claim of one of the maids involved, I wish to request a conference with you, at your earliest convenience, for the purpose of discussing this question, with a view of reaching some adjustment in the interest of the maids, the Management and the Organization.

Very truly yours,

A. Philip Randolph
International President

APR/ger

November 23, 1951

Mr. A. E. Lyon
Executive Secretary-Treasurer
Railway Labor Executives' Association
10 Independence Avenue, S.W.
Washington 4, D. C.

Dear Sir and Brother:

May I bring to your attention the flagrant and outrageous defiance of the principles of the Railway Labor Act on the part of the Atlantic Coast Line Railroad Company, manifested by its wholesale firing of its maids, 17 in number, ranging in service age from 1939 to 1946, following an Award by the National Railroad Adjustment Board, Fourth Division, granting $210.02 to one of the maids, Miss Gertrude Payne, because of Management's violation of the following rule:

> "SLEEP PERIOD ENROUTE: Chair Car Attendants and Maids, on assignments that require overnight trip of sixteen (16) hours or longer will be released from duty not less than three (3) and not more than eight (8) hours between the hours of 9:00 p.m. and 6:30 a.m. When not released they will be allowed compensation at pro-rata rate."

Since all of the maids have a claim similar to that of the maid herein cited, similar claims will be filed for the other sixteen maids.

It is obvious that this action on the part of the Atlantic Coast Line Railroad Company does not only deprive this maid in question of a basic right, namely, the right to carry her case beyond the decision of Management to a government agency established for the purpose of handling such cases, but is an assualt upon the whole theory of the Railway Labor Act which is based upon the assumption that the parties thereto, namely, Management and labor will abide by the decisions handed down by the government agency established under the Act.

The following notice was issued to the train maids:

> "Effective last trip leaving New York, November 3, 1951 assignment to train maids will be abolished."
>
> /s/ J. J. Peacock
> Superintendent Dining Car

You will note that this notice followed directly upon the Award which was October 12, 1951.

It is estimated that some $17,000 in claims are involved in this Award against the Atlantic Coast Line Railroad Company.

Now since the maid service is an integral part of the service the Atlantic Coast Line provides to its passengers and which is a factor in the costs of railway service upon which rates are based, said rates being fixed by Interstate Commerce Commission and since the elimination of maids directly deprives passengers of a service for which they pay when they purchase a ticket, the Brotherhood of Sleeping Car Porters takes the position that this is a question that deserves a public hearing by the Interstate Commerce Commission. To this end, the Organization requests the Railway Labor Executives' Association to join with it in seeking a public hearing on the aforementioned case.

It is the purpose of the Organization also to request the American Federation of Labor to join it in seeking said hearing.

If the railroad carrier can summarily kick off the job a class of railway employees because they attempt, under the Railway Labor Act, amended 1934, to protect their interests and rights and maintain good working conditions then no railway worker has any security on his job despite the existence of agreements between railway carriers and railway unions.

Thus the Brotherhood considers this a vital case with farreaching consequences to all classes, crafts and industries. For fuller information about the Award, I am herewith including complete copy of Award by the National Railroad Adjustment Board relative to this case.

I will be pleased to hear from you at your earliest convenience.

Fraternally yours,

APR:ha
enc.

A. Philip Randolph
International President

FORM 720

[redacted]

W. S. BAKER,
ASSISTANT VICE-PRESIDENT

OPERATING DEPARTMENT

WILMINGTON, N. C. November 23, 1951..

Mr. A. Philip Randolph,
International President,
Brotherhood of Sleeping Car Porters,
217 West 125th Street,
New York 27, N. Y.

Dear Sir:

I have your letter of November 15 in which you refer to what you call "the recent dismissal of all the maids in the employ of the Atlantic Coast Line Railroad Company", concerning which you request a conference for the purpose of discussing this question.

None of the maids in the employ of the Atlantic Coast Line Railroad Company were dismissed. On the contrary, after long and mature consideration, we reached the conclusion that the benefits to be derived by the Company through the employment of maids in coaches were so small that the rather considerable expense of such employment was unjustified. Accordingly, the maids were released in a force reduction. In no sense was this a dismissal, and in no sense is it to be considered discipline. In the event that we should decide at any time in the future to restore such maid service, you can be certain that such restoration will be made in accordance with the current working agreement.

You also comment in your letter that our action followed decision of the National Railroad Adjustment Board in sustaining a claim in behalf of one of the maids involved. There is an implication in this remark that the award entered by the Adjustment Board was the motivation for the Company's action, but this is not correct. As a matter of fact, we had had this question under consideration prior to the time the claim was first presented to us, and far prior to the time the claim was presented to the Adjustment Board. Our decision was reached upon factors of economy unrelated to the Adjustment Board's award.

Inasmuch as your request for conference was for the stated purpose of discussing the "dismissal" of maids and, as I have explained, there has been no dismissal, it is assumed there is no necessity for the requested conference.

Yours very truly,

W. S. Baker

ALC Maids

November 23, 1951

Mr. William Green, President
American Federation of Labor
American Federation of Labor Building
Washington, D. C.

Dear Sir and Brother:

May I bring to your attention the flagrant and outrageous defiance of the principles of the Railway Labor Act on the part of the Atlantic Coast Line Railroad Company, manifested by its wholesale firing of its maids, 17 in number, ranging in service age from 1939 to 1946, following an Award by the National Railroad Adjustment Board, Fourth Division, granting $210.02 to one of the maids, Miss Gertrude Payne, because of Management's violation of the following rule:

> "SLEEP PERIOD ENROUTE: Chair Car Attendants and Maids, on assignments that require overnight trip of sixteen (16) hours or longer will be released from duty not less than three (3) and not more than eight (8) hours between the hours of 9:00 p.m. and 6:30 a.m. When not released they will be allowed compensation at pro-rata rate."

Since all of the maids have a claim similar to that of the maid herein cited, similar claims will be filed for the other sixteen maids.

It is obvious that this action on the part of the Atlantic Coast Line Railroad Company does not only deprive this maid in question of a basic right, namely, the right to carry her case beyond the decision of Management to a government agency established for the purpose of handling such cases, but is an assualt upon the whole theory of the Railway Labor Act which is based upon the assumption that the parties thereto, namely, Management and labor will abide by the decisions handed down by the government agency established under the Act.

The following notice was issued to the train maids:

> "Effective last trip leaving New York, November 3, 1951, assignment to train maids will be abolished."
>
> /s/ J. J. Peacock
> Superintendent Dining Car

You will note that this notice followed directly upon the issuance of the Award which was October 12, 1951.

It is estimated that some $17,000 in claims are involved in this Award against the Atlantic Coast Line Railroad Company.

Now since the maid service is an integral part of the service the Atlantic Coast Line provides to its passengers and which is a factor in the costs of railway service upon which rates are based, said rates being fixed by Interstate Commerce Commission and since the elimination of maids directly deprives passengers of a service for which they pay when they purchase a ticket, the Brotherhood of Sleeping Car Porters takes the position that this is a question that deserves a public hearing by the Interstate Commerce Commission. To this end, the Organization requests the American Federation of Labor to join with it in seeking a public hearing on the aforementioned case.

It is the purpose of the Organization also to request the Railway Labor Executives' Association to join it in seeking said hearing.

If the railroad carrier can summarily kick off the job a class of railway employees because they attempt, under the Railway Labor Act, amended 1934, to protect and advance their interests and rights and maintain good working conditions, then no railway worker has any security on his job despite the existence of agreements between railway carriers and railway unions.

Thus the Brotherhood considers this a vital case with farreaching consequences in all classes, crafts and industries. For fuller information about the Award, I am herewith including complete copy of Award by the National Railroad Adjustment Board relative to this case.

I will be pleased to hear from you at your earliest convenience.

Fraternally yours,

A. Philip Randolph
International President

APR:ha
enc.

ATLANTIC COAST LINE MAIDS
Brotherhood of Sleeping Car Porters

November 28, 1951

1. Do you have any children 2 If so, kindly state how many and their ages 24 and 26 years old

2. Do you have any of your immediate family in the Armed Forces No

   Give their names

3. Do you have any of your relatives in Korea No If so kindly state how many.

Mrs. Blanche L. Gay
528-W 4th Street
Plainfield, N.J.

ATLANTIC COAST LINE MAIDS
Brotherhood of Sleeping Car Porters

November 28, 1951

1. Do you have any children yes If so, kindly state how many and their ages one - age 25

2. Do you have any of your immediate family in the Armed Forces no

Give their names —

—

—

3. Do you have any of your relatives in Korea no If so kindly state how many —.

My daughter, has been Married, has been apart from her husband for some time now. Suffers a neurosis and has been dependant on me for some time now, to be exact for the past two years.

Helen M. Miles.

ATLANTIC COAST LINE MAIDS
Brotherhood of Sleeping Car Porters

November 28, 1951

1. Do you have any children No If so, kindly state how many and their ages ______

2. Do you have any of your immediate family in the Armed Forces Yes

Give their names Tenon Torrence

Nephew

3. Do you have any of your relatives in Korea Yes If so kindly state how many 1.

ATLANTIC COAST LINE MAIDS
Brotherhood of Sleeping Car Porters

November 28, 1951

1. Do you have any children no If so, kindly state how many and their ages x x x

2. Do you have any of your immediate family in the Armed Forces no

   Give their names ______________________

   ____

   ____

3. Do you have any of your relatives in Korea no If so kindly state how many __________.

Estelle A. Alston

ATLANTIC COAST LINE MAIDS
Brotherhood of Sleeping Car Porters

November 28, 1951

1. Do you have any children yes 3. If so, kindly state how many and

their ages Verdun 27 yrs, Ernest T. 25 yrs, F. Rudolph 22 yrs, Tolleson,

2. Do you have any of your immediate family in the Armed Forces yes

Give their names Lt. Ernest Tolleson Jr. Camp Breckinridge Ky.

P.F.C Rudolph F. Tolleson
A.P.O 463. Germany.

3. Do you have any of your relatives in Korea ______ If so kindly state

how many ______________.

ATLANTIC COAST LINE MAIDS
Brotherhood of Sleeping Car Porters

November 28, 1951

1. Do you have any children No If so, kindly state how many and their ages ____

2. Do you have any of your immediate family in the Armed Forces No

Give their names ____

____

____

3. Do you have any of your relatives in Korea No If so kindly state how many ____.

Yours Sincerely
Irene M. Blocker

ATLANTIC COAST LINE MAIDS
Brotherhood of Sleeping Car Porters

November 26, 1951

1. Do you have any children One nice If so, kindly state how many and their ages 13 years.

2. Do you have any of your immediate family in the Armed Forces 1

   Give their names George Payne

   ____

   ____

3. Do you have any of your relatives in Korea 1 If so kindly state how many Died in Korea.

   James. Walker. nephew.

ATLANTIC COAST LINE MAIDS
Brotherhood of Sleeping Car Porters

November 28, 1951

1. Do you have any children no If so, kindly state how many and their ages ______

2. Do you have any of your immediate family in the Armed Forces no

Give their names ______

______

______

3. Do you have any of your relatives in Korea no If so kindly state how many ______.

Ethel L Turner.

ATLANTIC COAST LINE MAIDS
Brotherhood of Sleeping Car Porters

November 26, 1951

1. Do you have any children No If so, kindly state how many and their ages ______

2. Do you have any of your immediate family in the Armed Forces No

Give their names ______

______

______

3. Do you have any of your relatives in Korea No. If so kindly state how many None.

Mrs Lenora Tharpe
1110-6St. N.E
Wash. D.C.

ATLANTIC COAST LINE MAIDS
Brotherhood of Sleeping Car Porters

November 28, 1951

1. Do you have any children No. If so, kindly state how many and their ages No. Children.

2. Do you have any of your immediate family in the Armed Forces No.
Give their names None.

3. Do you have any of your relatives in Korea No. If so kindly state how many None..

Mae J. Cole.

ATLANTIC COAST LINE MAIDS
Brotherhood of Sleeping Car Porters

November 28, 1951

1. Do you have any children No If so, kindly state how many and their ages ____________________

2. Do you have any of your immediate family in the Armed Forces No

   Give their names ____________________

   ____

   ____

3. Do you have any of your relatives in Korea No. If so kindly state how many __________.

Flounce B. Turner
1878-7 ave

ATLANTIC COAST LINE MAIDS
Brotherhood of Sleeping Car Porters

November 28, 1951

1. Do you have any children No If so, kindly state how many and their ages __________

2. Do you have any of your immediate family in the Armed Forces No

Give their names __________

____

____

3. Do you have any of your relatives in Korea No If so kindly state how many __________.

Odessa McKinney

~~ACL~~
ACL
RR

ATLANTIC COAST LINE MAIDS
Brotherhood of Sleeping Car Porters

November 28, 1951

1. Do you have any children 3 If so, kindly state how many and their ages All Grown

2. Do you have any of your immediate family in the Armed Forces No

Give their names

3. Do you have any of your relatives in Korea No If so kindly state how many None.

Mrs Alberta Glymph
66 Broome St
Newark 3 N.J

682 W. 3rd St
Plainfield N.J.

ATLANTIC COAST LINE MAIDS
Brotherhood of Sleeping Car Porters

November 28, 1951

1. Do you have any children No If so, kindly state how many and their ages __________

2. Do you have any of your immediate family in the Armed Forces No

Give their names __________

____

____

3. Do you have any of your relatives in Korea No If so kindly state how many __________.

M. C. Goosby
F

AMERICAN FEDERATION OF LABOR

Executive Council
President, William Green
Secretary-Treasurer, George Meany
A. F. of L. Building, Washington, D. C.

First Vice President, William L. Hutcheson,
Carpenters' Bldg., Indianapolis, Ind.
Second Vice President, Matthew Woll,
200 East 70th Street, New York, N. Y.
Third Vice President, Geo. M. Harrison,
Railway Clerks' Bldg., Cincinnati, O.
Fourth Vice President, Daniel J. Tobin,
222 East Michigan St., Indianapolis, Ind.
Fifth Vice President, Harry C. Bates,
815 Fifteenth St., N. W., Washington, D. C.
Sixth Vice President, W. C. Birthright,
Delaware at Twelfth Street, Indianapolis, Ind.

Seventh Vice President, W. C. Doherty,
1525 H St., N. W., Washington, D. C.
Eighth Vice President, David Dubinsky,
1710 Broadway, New York, N. Y.
Ninth Vice President, Charles J. MacGowan,
504 Brotherhood Bldg., Kansas City, Kans.
Tenth Vice President, Herman Winter,
6900 James Reed Road, Kansas City, Missouri
Eleventh Vice President, D. W. Tracy
1200 Fifteenth St., N. W., Washington, D. C.
Twelfth Vice President, William L. McFetridge
318 W. Randolph Street, Chicago 6, Ill.

Thirteenth Vice President, James C. Petrillo,
570 Lexington Avenue, New York 22, N. Y.

LONG DISTANCE TELEPHONE NATIONAL 3870-1-2-3-4
CABLE ADDRESS AFEL.

Washington 1, D. C.

November 28, 1951

Mr. A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, N. Y.

Dear Sir and Brother:

In acknowledging receipt of your letter dated November 23rd, please be assured that I read said communication carefully and have extended careful consideration to all the facts and information contained therein.

The facts set forth in your letter make it clear that the award secured by a maid employed on the Atlantic Coast Line was made possible through compliance of the Railway Labor Act and through a decision made by the Fourth Division of the National Railroad Adjustment Board. Apparently the course followed by the maid was entirely legal, as well as moral. It is assumed that all parties, management as well as labor connected with the railroads, would comply fully and thoroughly with the provisions of the statutes and with the decision of agencies legally set up for the purpose of passing upon the rights of employers and employees connected with railroad operation.

A discontinuation of all the maids employed on the Atlantic Coast Line following the decision made by the Fourth Division of the National Railroad Adjustment Board must be interpreted as a penalty imposed upon them because of this decision legally rendered by the Fourth Division of the National Railroad Adjustment Board. Such action, in my opinion, is indefensible from any point of view.

I commend you most highly because of the steps you have taken to protect the interests of your membership and to preserve for said membership all of their moral and legal rights as employees of railroads.

I will join with you in requesting the Interstate Commerce Commission to conduct a public hearing on the case you brought to my attention, to investigate it carefully and to go into all the facts. I assure you I will join with you in calling upon the Interstate Commerce Commission to conduct a public hearing on the case reported upon in your letter promptly. Please advise me just how and what course of procedure you feel I should follow in calling upon the Interstate Commerce Commission as you have suggested. Is it your judgment that I should send an official request in writing to the Chairman of the Interstate Commerce Commission or should I call upon him personally and urge him to conduct a public hearing?

Please send me an answer to these inquiries at your earliest opportunity.

Very truly yours,

W Green

President,
American Federation of Labor

Mr. A. Philip Randolph
New York, N. Y.
November 28, 1951
P. 2
ds

ACL RR

REGISTERED-RETURN
RECEIPT REQUESTED

December 6, 1951

Mr. W. S. Baker
Assistant Vice President
Atlantic Coast Line Railroad Company
Wilmington, N. C.

Dear Sir:

This will acknowledge receipt of your letter of November 23, 1951 in which you state:

> "None of the maids in the employ of the Atlantic Coast Line Railroad Company were dismissed. On the contrary, after long and mature consideration, we reached the conclusion that the benefits to be derived by the Company through the employment of maids in coaches were so small that the rather considerable expense of such employment was unjustified. Accordingly, the maids were released in a force reduction. In no sense was this a dismissal, and in no sense is it to be considered discipline. In the event that we should decide at any time in the future to restore such maid service, you can be certain that such restoration will be made in accordance with the current working agreement."

While I accept your statement that the maids in question were not dismissed, the fact that they were summarily, as you say, "released in a force reduction" gives them little solace or comfort since they are no longer on the job as maids in the employ of the Atlantic Coast Line Railroad Company.

It appears to the Organization that your statement that, "the maids were released in a force reduction" is not altogether in harmony with the prevailing practice in the railroad industry since your method seems to have it apply to only one class of employees, and in this instance, it does not amount to a "force reduction" but a "force abolition."

As a general practice, when a force reduction is made, it is the result of a decline in business and is applied to all classes of employees in the form of furloughing a certain per cent of each class, but in this instance, the maids, an established class of employees, were not reduced by the process of the furlough, but to all intents and purposes, were the victims of vocational extermination.

In other words, they were sentenced to their economic death under the polished phrase "released in a force reduction".

Although you allege that the, "benefits to be derived by the Company through the employment of maids in coaches were so small that the rather considerable expense of their employment was unjustified", it is a matter of fact, and common knowledge, that part of the work, and a considerable part, namely, cleaning the ladies rooms, which formerly was performed by the maids, is now being done by another class of employees, the attendants. Thus, it does not appear that the elimination of the maids was justified.

You also set forth your position in this matter by pointing out that;

> "In no sense was this a dismissal, and in no sense is it to be considered discipline."

But if another class of employees are performing the work formerly assigned to the maids, what is it to be construed as if not discipline?

Finally, in the last sentence of your second paragraph you state;

> "In the event that we should decide at any time in the future to restore such maid service, you can be certain that such restoration will be made in accordance with the current working agreement."

But if the employment of the maids, which by the way obtained before the existing agreement between the Atlantic Coast Line Railroad Company and the Brotherhood of Sleeping Car Porters was negotiated, was, as you state, "unjustified", what significance can a maid attach to this comment suggesting some probable action in the future on the matter of their restoration to service.

I note in your third paragraph you state that;

> "You also comment in your letter that our action followed decision of the National Railroad Adjustment Board in sustaining a claim in behalf of one of the maids involved. There is an implication in this remark that the award entered by the Adjustment Board as the motivation for the Company's action, but this is not correct. As a matter of fact, we had had this question under consideration prior to the time the claim was first presented to us, and far prior to the time the claim was presented to the Adjustment Board. Our decision was reached upon factors of economy unrelated to the Adjustment Board's award."

Moreover, you released the maids the latter part of November or around the beginning of the Florida winter resort season, the height of your travel business, when maid service is most necessary, a most unlikely time to affect a "force reduction". However, the proximity of the two events, namely, the issuance of the award satisfying claim of Miss Gertrude Payne, one of the maids, by the National Railroad Adjustment Board, and the wholesale "release in a force reduction" by the Management, give substantial evidence and grounds for implication that the Company's action in releasing the maids was influenced by the award in favor of the aforementioned maid.

In your last sentence of paragraph three you indicate that;

> "Our decision was reached upon factors of economy unrelated to the Adjustment Board's award."

I am not prepared to argue this question with you at this time, but it is shocking, to say the least, for a whole class of employees, who have rendered an important and vital service to the Company for over a decade, to be wiped out overnight.

Since you are not disposed to meet with us in conference for a discussion of this question, I can only make recourse to such other legal and public relations procedures as may help point up the moral and legal responsibilities of the Management in this situation.

Very truly yours,

A. Philip Randolph
International President

APR:bm

COPY

BROTHERHOOD OF RAILWAY AND STEAMSHIP CLERKS
Freight Handlers, Express and Station Employes
Brotherhood of Railway Clerks Building
Court and Vine Streets
Cincinnati 2, Ohio

December 7, 1951

Subject: National Railroad Adjustment Board - General

Mr. George M. Harrison, Grand President
Brotherhood of Railway Clerks Building
Cincinnati 2, Ohio

Dear Sir and Brother:

This will acknowledge your letter of December 4th, above subject, file 295-0-2, having to do with the action of the Atlantic Coast Line Railroad Company in abolishing the positions of 17 maids and discontinuing such service following Award No. 738 rendered by the Fourth Division on October 12, 1951:

I know of nothing that can be done by the Brotherhood of Sleeping Car Porters or the Railroad Unions in general because of the action of the ACL in this case; providing, of course, that the carrier actually discontinued the maid service in question and did not turn the work or some of it over to other employes or persons not covered by the applicable agreement. It is my belief that under the collective bargaining agreement and the Railway Labor Act, the carrier may discontinue service or positions at any time, providing, of course, they are in fact discontinued.

The situation in this case was not unlike the dispute we had on the C&O covered by Award No. 4318. There the carrier created about 12 positions with titles of Supervisor and/or Secretary, Employes' Suggestion System. It tried to treat these positions as not being covered by our agreement. When the Third Division, in Award No. 4318, held that these positions did come within the scope and operation of the Clerks' Agreement, the carrier about one month later abolished the positions and discontinued the work or service attaching thereto. This is evidenced by Interpretation No. 1 (Serial No. 96), to that award. We did not even contest the carrier's right to do that, and the Interpretation dealt only with how Award No. 4318 would be applied up to the time the positions were abolished.

Nor is the situation complained of by the Brotherhood of Sleeping Car Porters any different than the situations which usually confront us when we get a general wage increase. Usually carriers promptly thereafter discontinue many positions, but there is nothing we can do if the work of those positions is properly assigned under the Rules Agreement. What I am here talking about pertains to the rights of carriers under these collective bargaining agreements.

Whether or not there is any redress before the Interstate Commerce Commission involving service which the carrier may be obligated to furnish the public, that, of course, I am unable to say with any degree of positiveness. However, it is my personal opinion that the ICC is likewise impotent in the matter complained of.

For your immediate reference I am attaching two copies of Fourth Division Award No. 738; also one copy of Award No. 4318 of the Third Division, together with Interpretation No. 1 (Serial No. 96) thereto.

Sincerely and fraternally,

JHS/kbm

J. H. Sylvester - Vice Grand President

SERIAL NO. 96

NATIONAL RAILROAD ADJUSTMENT BOARD
Third Division

Interpretation No. 1 to Award No. 4318

Docket CL-4359

NAME OF ORGANIZATION: Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

NAME OF CARRIER: The Chesapeake and Ohio Railway Company

Upon the application of the representatives of the employes involved in the above award, that this Division interpret the same in the light of the dispute between the parties as to its meaning and application, as provided for in Section 3, First (m), of the Railway Labor Act, approved June 21, 1934, the following interpretation is made.

In this request for interpretation of our Award 4318, it appears from the submissions of the parties that the positions involved in that Award were abolished about one month after the date of the Award. The issue upon which Carrier and Employes find themselves in disagreement in connection with the application of the Award, is the manner of determining the employes entitled to monetary reparation by reason of the Carrier's failure to properly apply the Agreement in the first instance.

It will be observed that in the Statement of Claim, which we sustained, there are no named employes. That, of course, under many precedent Awards of this Board is no bar to the Award of compensation. The burden is upon the Organization to show who the individuals are in the class who suffered wage loss. The Organization contends that these individuals should be determined by advertising the twelve positions involved, on a "now for then" basis, that thereafter Management make a quasi assignment thereto, bulletin, the positions which would have been "vacated" by the quasi successful bidder, assign employes thereto and repeat the process until all putative vacancies caused by this shifting of personnel are "filled". After completion of this process, then the employes so selected for higher positions be compensated for the difference between what they would have earned had they been permitted to work such positions and what they earned on their regular positions to the date of the abolition of the positions involved in the Award.

We cannot agree with the Organization's suggested interpretation of our Award. We sustained a claim of Agreement violation for failure to fill twelve positions of Suggestion Committee Supervisor and/or Secretary in accordance with the Agreement. Those who have been injured by the violations found in Award 4318 are the twelve employes who at the time of filling said positions would have been eligible to appointment thereto under the Agreement Rules and such others as would have become so eligible in the event any incumbencies of the original twelve would have terminated during the time said positions remained in existence.

As said above, the burden is upon the Organization to show who these employes are. In view of the fact that the positions have been abolished there is no need for bulletining. Upon nomination of such employes by the Organization, Carrier is obligated to pay the wage loss sustained by them. As indicated in Interpretation No. 1 to Award 3902, the fact that such persons may not be primarily entitled is not a controlling factor insofar as Carrier is concerned. It need not pay but once. To attempt to fix any losses beyond those above mentioned would be entering into the realm of the remote and speculative.

Referee Francis J. Robertson, who sat with the Division as a member when Award No. 4318 was adopted, also participated with the Division in making this interpretation.

NATIONAL RAILROAD ADJUSTMENT BOARD
by Order of Third Division

ATTEST: A. I. Tummon
Acting Secretary
Dated at Chicago, Illinois, this 11th day of September, 1950

COPY

BROTHERHOOD OF RAILWAY AND STEAMSHIP CLERKS
Freight Handlers, Express and Station Employes
343 West Kenwood Way
Louisville 8, Kentucky

December 12, 1951

Mr. G. M. Harrison, G.P.
1015 Vine Street
Cincinnati 2, Ohio

Dear Sir and Brother:

Your letter 4th instant, file 296-0-2, National Railroad Adjustment - General, on subject of complaint referred to you by Brother A. E. Lyon, which originated from the Brotherhood of Sleeping Car Porters, President Randolph, involving an award of the 4th Division, NAB, and abolishment later of all train maids, Atlantic Coast Line. In a blind note to me you asked if I had any comments to make. The letter was addressed to Brother J. H. Sylvester.

Some three years ago the Trainmen organized some 15 or 20 traffic department train riders who took tickets and handled space, assisting the conductors on certain Florida passenger runs, ACL Railroad. Vice President Satterwhite, BRT, made quite a grievance and personally handled with the ACL because that line refused to apply certain wage increases to the employes named above, and refused to apply terms of the conductors or trainmens working agreement to them. Whether he submitted the case to the First Divn, NRAB, I do not know. In any event shortly after Satterwhite became very insistent with the ACL, that road abolished all the jobs named, Satterwhite meanwhile telling me personally he was going to spread a strike ballot on ACL because of the transaction. So far as I know it was never spread. Subsequently, Satterwhite told me personally he was dropping the complaint against the ACL because all of those concerned dropped out of the BRT. As information.

Sincerely and fraternally yours,

J. P. Jesse
Vice Grand President

FORM 720

[redacted]

W. S. BAKER,
ASSISTANT VICE-PRESIDENT

OPERATING DEPARTMENT

WILMINGTON, N. C., December 14, 1951.

(At Washington, D. C.)

Mr. A. Philip Randolph, International President,
Brotherhood of Sleeping Car Porters,
217 West 125th Street,
New York 27, New York.

Dear Sir:

Referring to your letter December 6 with further regard to what you call "the recent dismissal of all the maids in the employ of the Atlantic Coast Line Railroad Company":

It appears from the final paragraph of your letter that you are confused as to the final paragraph of my letter November 23, as in that paragraph I stated that, after the explanation given you, it was assumed there was no necessity for the requested conference. If you still desire conference, I will be glad to so arrange upon advice from you.

Yours very truly,

W S Baker

cc--282-4
269-4
280-1

File 295-0-2

Subject: National Railroad Adjustment
Board - General

December 21, 1951

Mr. A. E. Lyon, Executive Secretary
Railway Labor Executives' Association
10 Independence Avenue, S.W.
Washington 4, D. C.

Dear Sir and Brother:

Your letter of November 28 addressed to the Chief Executives of the R.L.E.A., and enclosing copy of letter of November 28 addressed to you by President Randolph of the Brotherhood of Sleeping Car Porters, concerning the wholesale firing of 17 Atlantic Coast Line maids following an award issued by the Fourth Division of the N. R. A. B.

Subsequent to receipt of your communication I referred the matter to our Vice Grand President, Brother J. H. Sylvester, who, as you know, is a member of the Third Division, N.R.A.B., for the purpose of obtaining his views. For ready reference I enclose a copy of his letter of December 7 addressed to me which is self-explanatory. I am not, however, enclosing to you the documents mentioned in Brother Sylvester's communication.

Sincerely and fraternally,

2-2

Grand President

COPY

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3947 Drexel Boulevard
Chicago 15, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS
Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.
217 WEST 125th STREET
(Room 301)
NEW YORK 27, N. Y.
MOnument 2-5080 - 1
Nights, Sundays and Holidays
UNiversity 4-8262

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

THOMAS PATTERSON
Eastern Zone Supervisor

December 26, 1951

REGISTERED-RETURN
RECEIPT REQUESTED

Mr. J. J. Peacock
General Superintendent Dining Cars
Atlantic Coast Line Railroad Company
Fifth and "F" Streets, Northeast
Washington, D. C.

Dear Sir:

Enclosed herewith is a claim filed for and in behalf of certain employees of the Atlantic Coast Line Railroad, classified as Train Maids.

The conditions under which the claim was filed are all included in the attached papers. The Organization would appreciate a reply on this matter at an early date.

Yours truly,

BROTHERHOOD OF SLEEPING CAR PORTERS

Thomas Patterson

By: Thomas Patterson
Eastern Zone Supervisor

In Re: Claim of Atlantic Coast Line Train Maids B. L. Jay, L. V. Thorpe, et al.

This is a claim that is being initiated by the Brotherhood of Sleeping Car Porters for and in behalf of the following named people, who are presently, and for some time past have been, employed by the Atlantic Coast Line Railroad Company as train maids: B. L. Jay, L. V. Thorpe, M. J. Cole, C. Mingard, E. A. Alston, H. M. Miles, F. B. Turner, S. A. Tollerson, O. McKinney, E. L. Turner, A. L. Rush, M. C. Goosby, M. Carter, I. Blocker, A. Glymph, and M. Foy.

This claim is being filed as it is provided for under the rules of the Agreement between the Atlantic Coast Line Railroad Company and its Train Porters, Mail Porters, Chair Car Attendants and Maids, represented by the Brotherhood of Sleeping Car Porters, revised, effective November 1, 1944, and currently in effect, with added supplements.

Specifically, this claim, for and in behalf of the above-mentioned employes, is for the Company to pay to the said employes certain sums of money that should have been paid to them for services performed on Trains Nos. 2, 74, 92, 1, 73, and 91, which operate between New York City and Jacksonville, Florida, and between New York City and Tampa, Florida. These trips, for which the Organization maintains these employes should be paid, occurred on or after January 31, 1950, up until November 3, 1951, the date that said employes were removed from these positions allegedly because of a force reduction.

More particularly, the claim is for the sum equivalent to the pay for 10 hours for each round trip made on the above-mentioned trains at the rate of $1.20 per hour or $12.00 per round trip. The Organization maintains that the above-mentioned maids are entitled to be paid for the 10 hours deducted from their total elapsed time on each and every one of the trips that they made between New York City and Jacksonville, Florida, and between New York City and Tampa, Florida, between the above-mentioned dates of January 31, 1950, and November 3, 1951.

The Organization further maintains that when this Company did not pay these employes the above-mentioned sums for services performed during the above-mentioned trips, it was in violation of the rules of the contract above referred to.

The Organization further maintains that under date of January 31, 1950, a bulletin was issued wherein the above-mentioned maids were deprived of the use of the ladies lounge for rest and sleep purposes, which arrangement had been agreed upon between the Organization and the Company as a suitable place for these employes to sleep. On and after the issuance of the bulletin of January 31, 1951, this space was taken away from these employes as a place to receive their rest and sleep, and certain space was allotted them in the chair cars in which it was alleged they were to take their rest and sleep. It is the contention of the Organization that this place was an unsuitable place for these employes to obtain their rest, and when the Company continued to deduct five hours each way, 10 hours per round trip, and deprive these maid employes of approximately $$12.00 per round trip, it did so in violation of the above-mentioned contract.

The particular rule involved in this case, which the Organization maintains has been violated, reads as follows:

> "SLEEP PERIOD ENROUTE. Chair Car Attendants and Maids, on assignments that require overnight trip of sixteen (16) hours or longer will be released from duty not less than three (3) and not more than eight (8) hours between the hours of 9:00 P.M., and 6:30 A.M. When not released they will be allowed compensation at pro-rata rate."

COPY

The Organization further maintains that considerable correspondence was carried on between the Organization and the Atlantic Coast Line Railroad Company. The Organization maintained that its Agreement had been violated when the Company deprived these maids of the monies earned on the above-mentioned trips, and an effort was made to try to adjust the situation without a controversy. However, when the Company became adamant, a claim was filed for and in behalf of Maid Gertrude Payne, and was progressed through the regular channels of the Company up to and including the last officer designated by the Management to handle matters of this sort, who sustained the action of the other officers of the Company in denying the claim, the last decision having been made by Mr. W. S. [illegible], Assistant Vice President of the Atlantic Coast Line Railroad Company. The claim was later progressed to the National Railroad Adjustment Board, Fourth Division, in which the Organization maintained that depriving these maids of the monies that should have been paid by the device of deducting these hours for rest, which they did not obtain, from the total elapsed time was a violation of the above-mentioned Agreement. In said submission to the National Railroad Adjustment Board, the Organization requested that Maid Gertrude Payne be paid a specific sum of money that was set forth in the Statement of Claim of $210.02 and such other sums that she had been deprived of because of the violation of the Agreement.

The specific sums that were deducted from the pay checks of the above-mentioned employes as a result of this Agreement violation are not specifically spelled out, but it is the Organization's position that these maids should be paid for the deduction of 10 hours per round trip at the rate of $1.20 per hour as above set forth for each trip made on the above-mentioned trains for which these hours were deducted illegally and in violation of the rules of the Agreement.

The Organization further contends that these employes should be paid this sum of money for each round trip made between the dates of January 31, 1950, the date the order above referred to was issued, up until the date these maids were removed from these jobs allegedly because of a force reduction, November 3, 1951. The Organization further contends that the maids who only made one-way trips or one occasional trip during that period should also be compensated at the rate of 10 hours or $12.00 per round trip for the above-mentioned contract violation.

Request is hereby made that these sums be paid to the above-mentioned maids forthwith. A reply on this matter is requested.

Yours truly,

BROTHERHOOD OF SLEEPING CAR PORTERS

By: Thomas Patterson
Eastern Zone Supervisor

AFL
maids

December 26, 1951

Mr. William Green
President
American Federation of Labor
American Federation of Labor Building
Washington, D. C.

Dear Sir and Brother:

Permit me to thank you for your letter of November 28th in reply to my letter of November 23rd, requesting your help and cooperation in our fight to restore seventeen maids to their jobs who were summarily dismissed, because of a victory of the Organization in winning a claim for sleep time allowance in their behalf.

I want you to know that I read your letter to the members of the International Executive Board of the Brotherhood which was in session in Chicago and there was unanimous expressions of profound appreciation for your interest and fine spirit of cooperation in this fight.

Your letter is one of the finest expressions of the spirit of Brotherhood and trade unionism we have had the pleasure of reading in our long history of activity in the cause of labor. May I say that we have presented this case to our attorneys who are giving it study with the view to taking appropriate action at an early date. I will let you know what their decision is and whether we shall proceed with the suggested plan of seeking a public hearing with the Interstate Commerce Commission on the action of the Atlantic Coast Line Railroad. If it is decided to take this procedure I will so advise you so that we may have the profit of your personal intercession of the Interstate Commerce Commission. I will keep you informed of developments in the case.

Fraternally yours,

APR:ha

A. Philip Randolph
International President

COPY

HAYS, WOLF, SCHWABACHER, SKLAR & EPSTEIN
COUNSELLORS AT LAW
30 BROAD STREET
NEW YORK 4, N.Y.

December 31, 1951

Hon. Frank Pace, Jr.,
Secretary of the Army,
The Pentagon,
Washington, D. C.

Re: Dismissal of Train Maids

Dear Sir:

May we call your attention to the discharge on November 3, 1951 by the Atlantic Coast Line Railroad of all train maids, which said dismissal was carried into effect in violation of the Order of the President under date of August 25, 1950 vesting in the Secretary of the Army the possession and direction of operation of the railroads, including the railroad in question.

Your particular attention is called to the first sentence of paragraph 5, and the last paragraph of the publis release issued by the President on the said date.

Enclosed herewith are copies of letters forwarded to the Atlantic Coast Line Railroad on behalf of the Brotherhood of Sleeping Car Porters, representing the train maids in question, presenting claim for reinstatement which we believe fully justified.

We would ask that direction be issued to make effective the remedy tô this wrongful discharge in vilation of the President's Order.

The names of the individuals affected by the Order appear on the enclosed list.

Yours very truly,

HAYS, WOLF, SCHWABACHER, SKLAR & EPSTEIN

By HE
Henry Epstein

HE:BT

Enclosures

COPY

HAYS, WOLF, SCHWABACHER, SKLAR & EPSTEIN
COUNSELLORS AT LAW
30 BROAD STREET
NEW YORK 4, N.Y.

December 31st, 1951

Mr. W. S. Baker
Assistant Vice President
Atlantic Coast Line Railroad
Wilmington, North Carolina

Re: Brotherhood of Sleeping Car Porters - Case of Miss Gertrude Payne

Dear Sir:

On behalf of the claimant and the Brotherhood of Sleeping Car Porters, we wish to demand compliance by the Atlantic Coast Line Railroad with the Order of the National Railroad Adjustment Board, Fourth Division, issued under date of October 12, 1951 and requiring compliance on or before November 12th, 1951.

The above-mentioned Order has not been complied with by your Company, and demand is made for prompt compliance and payment in accordance with the said Order.

Yours very truly,

HAYS WOLF SCHWABACHER SKLAR & EPSTEIN

By

HE

HE:elp

Henry Epstein.

COPY

HAYS, WOLF, SCHWABACHER, SKLAR & EPSTEIN
COUNSELLORS AT LAW
30 BROAD STREET
NEW YORK 4, N.Y.

December 31, 1951

Hon. Frank Pace, Jr.,
Secretary of the Army,
Washington, D. C.

Re: Atlantic Coast Line Railroad -
Brotherhood of Sleeping Car Porters;
Case of Miss Gertrude Payne

Dear Sir:

On October 12, 1951 the National Railroad Adjustment Board, Fourth Division, in case Docket No. 738, Award No. 738, directed the Atlantic Coast Line Railroad to make payment to Miss Gertrude Payne for time for which payment had not been made during the course of employment. The award required payment by the 12th of November, 1951, and no compliance has as yet been made by the Railroad.

The date of the dismissal of all maids, as of November 3, 1951, in violation of the President's Order of August 25, 1950, would seem to be related in some way to this particular award.

We would request, on behalf of the Brotherhood of Sleeping Car Porters, representing those who have been wrongfully discharged, a prompt inquiry and a direction for reinstatement, and likewise for the payment of the award made.

Enclosed are copies of the within-mentioned Award, our letter of this date addressed to W. S. Baker, Assistant Vice President of Atlantic Coast Line Railroad, and a list of the train maids discharged.

Yours very truly,

HAYS,WOLF, SCHWABACHER, SKLAR & EPSTEIN

By

Henry Epstein.

HE:BT
Enclosures

HAYS, WOLF, SCHWABACHER, SKLAR & EPSTEIN
COUNSELLORS AT LAW
30 BROAD STREET
NEW YORK 4, N. Y.

December 31st, 1951

Mr. W. S. Baker
Assistant Vice President
Atlantic Coast Line Railroad
Wilmington, North Carolina.

Re: Maid Service

Dear Sir:

Please be advised that we have been retained by the Brotherhood of Sleeping Car Porters, pursuant to whose agreement with your Railroad the train maids were employed, We have observed the dismissal notice effective November 3, 1951 issued by J. J. Peacock, Superintendent Dining Cars, which has brought about the dismissal of all the maids theretofore employed on your road.

Please be advised that this dismissal is in violation of your agreement effective August 1st, 1945 between the Railroad and the Brotherhood of Sleeping Car Porters representing the maids, and likewise in violation of the executive order of the President of the United States issued under date of August 25, 1950.

You are hereby requested to reinstate the maids thus dismissed, whose names are listed on the enclosed sheet, and to make adjustment of payment for the wrongful discharge and loss of pay resulting therefrom.

Yours very truly,

HAYS WOLF SCHWABACHER SKLAR & EPSTEIN

By

Henry Epstein.

HE:elp
Enc.

NAMES AND ADDRESSES OF MAIDS
ATLANTIC COAST LINE RAILROAD COMPANY

Miss Estelle A. Alston	90 Edgecombe Avenue #21 New York 30, New York
Mrs. Irene McCrea Blocker	230 East 4th Street Plainfield, New Jersey
Miss Mamie Carter	244 Lenox Avenue #16 New York, New York
Miss Mae J. Cole	175 West 137th Street Y. W. C. A. New York, New York
Miss Alberta Glymph	66 Broome Street Newark 3, New Jersey
Miss M. C. Goosby	682 Third Street Plainfield, New Jersey
Miss Blanche T. Jay	528 West 4th Street Plainfield, New Jersey
Mrs. Ethel Lasiter Turner	860 Dawson Street #10 Bronx, New York
Miss Odessa M. McKinney	276 Brooklyn Avenue Brooklyn, New York
Miss V. McKnight	988 Boston Road #2E Bronx 56, New York
Mrs. Helen Miles	32-15 108th Street Corona, Long Island
Miss Capitola Minyard	231 West 149th Street #6F New York, New York
Miss Gertrude Payne	880 St. Nicholas Avenue #24 New York, New York
Miss Annie Lee Rush	660 St. Nicholas Avenue #25 New York, New York
Mrs. Lenora Cogswell Thorpe	1110 6th Street, N. E. Washington, D. C.

Miss Eunester Tollerson	40 Morningside Avenue #72 New York, New York
Miss Florence Turner	1878 Seventh Avenue #46 New York, New York

Seated left to right; Odessa M. McKinney; Mae J. Cole; Florence Turner, Gertrude Payne;
Standing left to right; Estelle A. Alston; Suneater Tollerson; Alberta Glymph;
Helen Miles; Ethel L. Turner

Picture taken in Mr. Randolph's office, March 17th by Hansen Photographer of the ACL Maids

COPY

Railroad Operation

COPY

EXECUTIVE ORDER

POSSESSION, CONTROL, AND OPERATION OF CERTAIN RAILROADS

WHEREAS I find that as a result of labor distrubances there are interruptions, and threatened interruptions, of the operations of the transportation systems owned or operated by the carriers by railroad named in the list attached hereto and made a part hereof; that it has become necessary to take possession and assume control of the said transportation systems for purposes that are needful or desirable in connection with the present emergency: and that the exercise, as hereinafter specified, of the powers vested in me is necessary to insure in the national interest the operation of the said transportation systems;

NOW, THEREFORE, by virtue of the power and authority vested in me by the Constitution and the laws of the United States, including the act of August 29, 1916, 39 Stat. 619, 645, as President of the United States and as Commander in Chief of the armed forces of the United States, it is hereby ordered as follows:

1. Possession, control, and operation of the transportation systmes owned or operated by the carriers by railroad named in the list attached hereto and hereby made a part hereof are hereby taken and assumed, through the Secretary of the Army (hereinafter referred to as the Secretary), as of 4 o'clock P. M. Eastern Standard Time, August 27, 1950; but such possession and control shall be limited to real and personal property and other assets used or useful in connection with the operation of the transportation systems of the said carriers. If and when the Secretary finds it necessary or appropriate for carrying out the purposes of this order, he may, by appropriate order, take possession and assume control of all or any part of any transportation system of any other carrier by railroad located in the continental United States.

2. The Secretary is directed to operate, or to arrange for the operation of, the transportation systems taken under, or which may be taken pursuant to, this order in such manner as he deems necessary to assure to the fullest possible extent continuous and uninterrupted transportation service.

3. In carrying out the provisions of this order the Secretary may act through or with the aid of such public or private instrumentalities or persons as he may designate, and may delegate such of his authority as he may deem necessary or desirable. The Secretary may issue such general and special orders, rules, and regulations as may be necessary or appropriate for carrying out the provisions, and to accomplish the purposes, of this order. All Federal agencies shall comply with the orders of the Secretary issued pursuant to this order and shall cooperate to the fullest extent of their authority with the Secretary in carrying out the provisions of this order.

4. The Secretary shall permit the management of carriers whose transportation systems have been taken under, or which may be taken pursuant to, the provisions of this order to continue their respective managerial functions to the maximum degree possible consistent with the purposes of this order. Except so far as the Secretary shall from time to time otherwise provide by appropriate order or regulation, the boards of directors, trustees, receivers, officers, and employees of such carriers shall continue the operation of the

said transportation systems, including the collection and disbursement of funds thereof, in the usual and ordinary course of the business of the carriers, in the names of their respective companies, and by means of any agencies, associations, or other instrumentalities now utilized by the carriers.

5. Except so far as the Secretary shall from time to time otherwise determine and provide by appropriate orders of regulations, existing contracts and agreements to which carriers whose transportation systems have been taken under, or which may be taken pursuant to, the provisions of this order are parties, shall remain in full force and effect. Nothing in this order shall have the effect of suspending or releasing any obligation owed to any carrier affected hereby, and all payments shall be made by the persons obligated to the carrier to which they are or may become due. Except as the Secretary may otherwise direct, there may be made, in due course, payments of dividends on stock, and of principal, interest, sinking funds, and all other distributions upon bonds, debentures, and other obligations; and expenditures may be made for other ordinary corporate purposes.

6. Until further order of the President or the Secretary, the said transportation systems shall be managed and operated under the terms and conditions of employment in effect on August 20, 1950, without prejudice to existing equities or to the effectiveness of such retroactive provisions as may be included in the final settlement of the disputes between the carriers and the workers. The Secretary shall recognize the right of the workers to continue their membership in labor organizations, to bargain collectively through representatives of their own choosing with the representatives of the owners of the carriers, subject to the provisions of applicable law, as to disputes between the carriers and the workers; and to engage in concerted activities for the purpose of such collective bargaining or for other mutual aid or protection, provided that in his opinion such concerted activities do not interfere with the operation of the transportation systems taken hereunder, or which may be takne pursuant hereto.

7. Except as this order otherwise provides and except as the Secretary may otherwise direct, the operation of the transportation systems taken hereunder, or which may be taken pursuant hereto, shall be in conformity with the Interstate Commerce Act, as amended, the Railway Labor Act, as amended, the Safety Appliance Acts, the Employers' Liability Acts, and other applicable Federal and State laws, Executive orders, local ordinances, and rules and regulations issued prusuant to such laws, Executive orders, and ordinances.

8. Except with the prior written consent of the Secretary, no receivership, reorganizations, or similar proceeding affecting any carrier whose transportation system is taken hereunder, or which may be taken pursuant hereto, shall be instituted; and no attachment by mesne process, garnishment, execution, or otherwise shall be levied on or against any of the real or personal property or other assets of any such carriers; provided that nothing herein shall prevent or require approval by the Secretary of any action authorized or required by any interlocutory or final decree of any United States court in reorganization proceedings now pending under the Bankruptcy Act or in any equity receivership cases now pending.

9. The Secretary is authorized to furnish protection for persons employed or seeking employment in or with the transportation systems of which possession is taken hereunder, or which may be taken pursuant hereto; to furnish protection for such transportation systems; and to furnish equipment, manpower, and other facililities or services deemed necessary to carry out the provisions and to accomplish the purposes of this order.

10. From and after 4 o'clock P. M., Eastern Standard Time, on the said 27th day of August, 1950, all properties taken under, or which may be taken pursuant to, this order shall be conclusively deemed to be within the possession and control of the United States without further act or notice.

11. Possession, control, and operation of any transportation system, or any part thereof, or of any real or personal property taken under or which may be taken pursuant to, this order shall be terminated by the Secretary when he determines that such possession, control, and operation are no longer necessary to carry out the provisions and to accomplish the purposes of the order.

HARRY S. TRUMAN

THE WHITE HOUSE,

August 25, 1950.

CASE OF THE TRAIN MAIDS

Seventeen colored train maids running between New York and Jacksonville, Fla. on the Atlantic Coast Line Railroad were summarily dismissed November 3, 1951. These maids had built up seniority rights ranging from 1939 to 1951. Four of the maids are within the seniority category of 1939; two, 1940; one, 1941; two, 1942; two, 1943; two, 1944; and four, 1946.

The evident reason for the dismissal of the maids was the winning of a claim for Miss Gertrude Payne amounting to $210.02, which, when computed to cover the total period of the violation of the rule under which the claim was made is estimated to amount to around seventeen hundred dollars, ($1,700). A comparable claim was made for the other sixteen maids whose rights had been violated under the same rule.

The rule in question involves a sleep period enroute, arising out of the fact that the Atlantic Coast Line had made unfair deductions in the pay of the maids under the provisions of the rule which reads as follows:

> "SLEEP PERIOD ENROUTE: Chair Car Attendants and Maids, on assignment that require overnight trip of sixteen (16) hours or longer will be released from duty not less than three (3) and not more than eight (8) hours between the hours of 9:00 p.m. and 6:30 a.m. When not released they will be allowed compensation at pro-rata rate."

When the Atlantic Coast Line disallowed this claim, appeal was made from its decision to the National Railroad Adjustment Board, Fourth, Division, located in Chicago, Illinois. The Board handed down Award No. 738 requiring payment of claim to the aforementioned maid on or before November 12, 1951.

The Award of the Board was flouted and ignored by the railroad.

Thereupon, representation was made to Honorable Frank Pace, Jr., Secretary of the Army, requesting and urging restoration of maids to their jobs and enforcement of the Award, since under Executive Order, No. 10155, issued by President Truman, August 25, 1950, the Government took over the railroads of the United States.

The Secretary of the Army in reply to the request of the Brotherhood of Slee
Car Porters to take appropriate action for and in behalf of the seventeen maids, repli

> "The Executive Order, among other things, directed that the Secretary of the Army shall continue to utilize, during the period of Army control, the managements of the seized transportation systems in their normal managerial functions, unless such should be incompatible with the purposes of the Order. As the Executive Order also provided that the rights of collective bargaining between representatives of the employees and the managers of the seized transportation systems should not be abrogated, it is suggested that the matter in dispute between the Brotherhood of Sleeping Car Porters and the Atlantic Coast Line Railroad be subjected to negotiation, in accordance with the provisions of the Railway Labor Act, between the parties, to the end that a satisfactory settlement may be made.
>
> (signed)
> R. B. Bush
> Lt. Col., OASA
> Ass't Exec., OASA
> for an in the absence of
> Karl R. Bendetsen
> Assistant Secretary of the Army"

It is apparent that the action of the Army offers little prospect of effective settlement of the sispute between the Atlantic Coast Line and the Brotherhood of Sleeping Car Porters, involving the dismissal of the aforementioned maids, since it merely advises further conference with the railroad, including even the observance of the Award to Miss Gertrude Payne, one of the maids, by order of the National Railroad Adjustment Board by November 12, 1951.

The claim for the other sixteen maids was presented to the Railroad and was promptly rejected as shown by the following letter:

"January 22, 1952

"Mr. Thomas Patterson
Eastern Zone Supervisor
Brotherhood of Sleeping Car Porters
217 West 125 Street
New York, N. Y.

Dear Sir:

Reference is made to your registered letter of December 26, 1951, initiating claim for and in behalf of;

B. L. Jay
L. V. Thorpe
M. J. Cole
C. Minyard
R. A. Alston
H. M. Miles
F. B. Turner
S. A. Tollerson
O. McKinney
E. L. Turner
A. L. Rush
M. C. Goosby
M. Carter
I. Blocker
A. Olymph
M. Foy

This claim is declined.

Yours very truly,

/s/ J. J. Peacock
General Superintendent
Dining Cars"

But in accordance with the recommendation of the Secretary of the Army, a letter was directed to the Atlantic Coast Line by the Organization requesting conference. The conference was arranged for February 1, 1952. Mr. Thomas Patterson, Eastern Zone Supervisor, who handles matters of this sort, participated in the conference and was informed that the maids would not be restored to service.

Now it is apparent from the following report of testimony by Assistant Secretary of the Department of the Army, before the Committee on Labor and Public Welfare, United States Senate concerning labor dispute between railroad carriers and four operating railroad Brotherhoods, that the Army can and should restore these maids to their jobs.

> "Senator Morse. Now let's return to your testimony as to the differences in the operations of these railroads under Government seizure from what the operations would be if they were not under Government seizure. We digressed and got on to the wage issue. Now I would like to go back. You were explaining why in your opinion it was not a token seizure, but more than token.

> "Mr. Bendetsen. Yes sir. I was about to cite another illustration after General Order No. 2 which comes to my mind as an illustration. The Hudson Manhattan Railroad between New York and across the river to New Jersey had wanted to change the operation of their doors. In changing the operation of the doors, a technical feature of each railcar, it would have resulted in few operating people on the train because the doors would work in gangs rather than individually. They contended they had the right to make the change and order it. I did not approve it x because it would have changed the conditions of employment that were in force when the Government took over.

> "Senator Morse. You have taken the position throughout Government seizure that whatever the operation requires were at the time during the period of operation, taking into account of course exceptional cases such as health and safety factors that might arise?

> "Mr. Bendetsen. Yes sir; unless specifically otherwise directed by the President or the Secretary of the Army. That is provided in the President's order which is before you, sir."

Dodging behind the practice of railroads to reduce forces in the interest of economy, when the inequity of the Management was raised by the Organization concerning treatment of maids, the Atlantic Coast Line took refuge in the claim that the maids were not dismissed but were, "released in a force reduction". And the alleged force reduction action is taken against the maids at a time when one of the biggest seasons of travel of tourists from the East to Florida, is in process. Moreover, in order to save face under this dubious claim of reducing forces in the interest of economy, a part of the maids' work, namely, cleaning the women's rest room, has been imposed upon the attendants, who are already burdened with a full time job.

Whereas, as a rule, a reduction in forces cuts across all groups of crafts and classes of railway employees when the question of economy is at issue, in this instance, only the train maids were required to bear the burden of saving the Atlantic Coast Line from bankruptcy.

Now, while the Atlantic Coast Line is conserving its financial health by putting seventeen maids on the streets, passengers, and, especially, the women, are forced to put up with the absence of maid service, despite higher railway passenger rates that entitle them to said service.

Here is a flagrant case of a powerful railroad, with great financial resources, using its tremendous power to crush seventeen helpless colored train maids who have worked for this railroad, some of them, for over ten years.

While the Organization does not contend that a railway carrier should not exercise its right to reduce forces in the interest of economy, we hold that its economy action should not be applied only to the weakest section of its labor personnel, the train maids. It smacks of rank discrimination and is indefensible from the point of view of alleged economy. How can seventeen maids, some, if not, the lowest paid employees of the railroad, strain the financial standing of the Company?

Since the maids have no economic strength, the Organization has no recourse save to appeal to the public to express its indignation against this ruthless, high-handed, inequitable and inhumane policy of throwing these maids upon the industrial labor scrap heap.

When the time element is considered, involving issuance of the Award by the National Railroad Adjustment Board, requiring the Atlantic Coast Line to pay claim for Miss Gertrude Payne, one of the maids, November 12, 1951, and the fact that there was a wholesale firing of the maids November 3, 1951, it offers proof as strong as holy writ that the action of the railroad was a species of naked, unmoral reprisal and revenge against the maids because the Organization won a claim against it for the maids.

Now, the principle involved is this: if a powerful railway carrier, whenever in this instance, only the train maids were required to bear the burden of saving the Atlantic Coast Line from bankruptcy.

Now, while the Atlantic Coast Line is conserving its financial health by putting seventeen maids on the streets, passengers, and, especially, the women, are forced to put up with the absence of maid service, despite higher railway passenger rates that entitle them to said service.

Here is a flagrant case of a powerful railroad, with great financial resources, using its tremendous power to crush seventeen helpless colored train maids who have worked for this railroad, some of them, for over ten years.

While the Organization does not contend that a rmailway carrier should not exercise its right to reduce forces in the interest of economy, we hold that its economy action should not be applied only to the weakest section of its labor personnel, the train maids. It smacks of rank discrimination and is indefensible from the point of view of alleged economy. How can seventeen maids, some, if not, the lowest paid employees of the railroad, strain the financial standing of the Company?

Since the maids have no economic strength, the Organization has no recourse save to appeal to the public to express its indignation against this ruthless, high-handed, inequitable and inhumane policy of throwing these maids upon the industrial labor scrap heap.

When the time element is considered, involving issuance of the Award by the National Railroad Adjustment Board, requiring the Atlantic Coast Line to pay claim for Miss Gertrude Payne, one of the maids, November 12, 1951, and the fact that there was a wholesale firing of the maids November 3, 1951, it offers proof as strong as holy writ that the action of the railroad was a species of naked, unmoral reprisal and revenge against the maids because the Organization won a claim against it for the maids.

Now, the principle involved is this: if a powerful railway carrier, whenever a decision or an award is made by an appropriate government agency, set up under law to adjust disputes arising between the railway carrier and their employees, f to the employees, can take reprisals upon said employees, then railway workers are intimidated against using said agencies when they fail to get justice from the rail carriers. Following this logic to its furthest reaches, the whole framework of labo legislation, and for that matter, the trade union movement itself, whenever employees use them effectively in their behalf, are to be disregarded and the employees, in question, penalized by displacement or some form of reprisal.

The Brotherhood of Sleeping Car Porters submits that this action of the Atlantic Coast Line poses a tremendous moral and economic challenge not only to train maids but to all railroad workers in particular and workers in general, as well as the public.

2

4 JAN 1952

Mr. Henry Epstein
Hays, Wolf, Schwabacher, Sklar & Epstein
Counsellors at Law
20 Broad Street
New York 4, N. Y.

Dear Sir:

As Secretary Pace has delegated to me the responsibility, within the Department of the Army, for carrying out the duties imposed upon him by Executive Order No. 10155, he has requested that I reply to your letter of 31 December, 1951. It is pursuant to this Executive Order that the Federal Government, through the Secretary of the Army, has taken possession and assumed operation and control of the major rail transportation systems in the United States, of which the Atlantic Coast Line Railroad is one.

Your letter above referred to indicates that certain employees represented by the Brotherhood of Sleeping Car Porters, were dismissed from service of the Atlantic Coast Line Railroad on 3 November 1951. Informal investigation has developed that a question of fact is involved in the allegation of dismissal and that the action of the carrier in the matter referred to is considered by it to be a matter of reduction in force which, of course, falls within the category of managerial functions.

The Executive Order, among other things, directed that the Secretary of the Army shall continue to utilize, during the period of Army control, the managements of the seized transportation systems in their normal managerial functions, unless such should be incompatible with the purposes of the Order. As the Executive Order also provided that the rights of collective bargaining between representatives of the employees and the managers of the seized transportation systems should not be abrogated, it is suggested that the matter in dispute between the Brotherhood of Sleeping Car Porters and the Atlantic Coast Line Railroad be subjected to negotiation, in accordance with the provisions of the Railway Labor Act, between the parties, to the end that a satisfactory settlement may be made.

Sincerely,

R. B. BUSH
Lt. Col., GSC
Ass't Exec., OASA
Karl R. Bendetsen
Assistant Secretary of the Army

(1)

4 JAN 1952

Mr. Henry Epstein
Hays, Wolf, Schwabacher, Sklar & Epstein
Counsellors at Law
50 Broad Street
New York 4, N. Y.

Dear Sir:

As Secretary Pace has delegated to me the responsibility, within the Department of the Army, for carrying out the duties imposed upon him by Executive Order No. 10155, he has requested that I reply to your letter of 21 December 1951. It is pursuant to this Executive Order that the Federal Government, through the Secretary of the Army, has taken possession and assumed operation and control of the major rail transportation systems in the United States, of which the Atlantic Coast Line Railroad is one.

Your attention is invited to the explanation contained in my letter, dated today, addressed to you in reply to your letter of 21 December regarding the alleged dismissal of train maids on the Atlantic Coast Line Railroad, in which I have outlined to you the directives contained in the Executive Order regarding the utilization of the managements of the seized transportation systems, and the provision in the Executive Order for continuance of collective bargaining between the employe representatives and management.

The matter of application of Award No. 738, issued by the National Railroad Adjustment Board, Fourth Division, on 13 October 1951, should be made subject of negotiation between the Brotherhood of Sleeping Car Porters and the appropriate officials of the Atlantic Coast Line Railroad, which has not, as I understand it, reached any final decision in connection with the award.

Sincerely,

R. B. BUSH
Lt. Col., GSC
Ass't Exec., OASA
~~Karl R. Bendetsen~~
Assistant Secretary of the Army

HAYS, WOLF, SCHWABACHER, SKLAR & EPSTEIN
COUNSELLORS AT LAW
30 BROAD STREET
NEW YORK 4, N.Y.

RALPH WOLF
EDWIN D. HAYS
SOLOMON I. SKLAR
HENRY EPSTEIN
Wm. VICTOR GOLDBERG
JAMES M. GROSSMAN
SYDNEY C. WINTON
NATHANIEL WHITEHORN
MILTON KLEIN
ROBERT WOLF

CABLE ADDRESS
"HAYGREEN"
TELEPHONE
HAnover 2-6180

January 7, 1952

Mr. A. Philip Randolph, International
President,
Brotherhood of Sleeping Car Porters,
217 W. 125th Street, Room 301,
New York 27, New York.

Re: Atlantic Coast Line Railroad -
Dismissal of Maids

Dear Mr. Randolph:

Enclosed find copies received this day of letters from the Assistant Secretary of the Army concerning the two matters with relation to which we communicated with him. I have numbered these "1" and "2".

In letter No. 1, Colonel Bush, on behalf of the Secretary, advises negotiation between the Brotherhood and the Atlantic Coast Line. I refer particularly to the last paragraph. I am sure the Secretary does not understand that the award was finally made and has not been complied with. I, therefore, suggest a letter to him by you in the nature of that suggested in the enclosure, and also that you send a copy of that letter to the President of the United States for his attention.

With relation to the communication numbered "2", it is my understanding that the Atlantic Coast Line has thus far refused to negotiate with the Brotherhood under the provisions of the Railway Labor Act concerning the dismissals. If this is not so, a formal request should be made for such negotiation, and a copy of this order should be forwarded with your request, as well as to the Railway Adjustment Board.

In view of the fact that it may well be that no legal action can precede the suggested negotiation under the Railway Labor Act, I urge that this request be made promptly.

Very truly yours,

HEpstein

Henry Epstein

HE:BT

Enclosures

DRAFT OF LETTER TO SECRETARY OF THE ARMY

Honorable Frank Pace, Jr., January , 1952
Secretary of the Army,
Washington, D. C.

Attention: Lt. Col. R. B. Bush

Re: Atlantic Coast Line

My dear Mr. Secretary:

Your attention is invited to communications between our attorneys in New York, Messrs. Hays, Wolf, Schwabacher, Sklar & Epstein, 30 Broad Street, New York 4, N.Y., and your Assistant Executive, Lt. Col. R. B. Bush, under date of January 4, 1952, in response to letters forwarded under date of 31 December, 1951.

1. With respect to Award No. 738, issued by the National Railroad Adjustment Board on October 12, 1951, against the Atlantic Coast Line Railroad, I fail to understand why this necessitates any further negotiation, as referred to in your letter of January 4, 1952, when the order after the period set forth by the Board has not been complied with. The Railroad, apparently, has completely ignored the order, and further steps, it would seem, should be taken by the Secretary under whose direction and responsibility the Railroad continues to be operated.

2. With respect to the violations of Executive Order No. 10155, referred to in communication under date of January 4, 1952, from your office, concerning the dismissal of maids in the service of the above Railroad, the suggestion of negotiation with the Railroad cannot in any way be forwarded so long as the Railroad continuously refuses to discuss or negotiate with respect to the said dismissals and the violation of the Executive Order.

It is, therefore, urged that the Secretary take prompt steps to see that the Atlantic Coast Line Railroad conforms to the Presidential Order and submits to directions of the Railway Labor Board.

Very respectfully yours,

ACLRR

January 7, 1952

Mr. W. S. Baker
Atlantic Coast Line Railroad Company
Wilmington, N. C.

Dear Sir:

In reply to your letter of December 14, 1951 concerning my letter of December 6, 1951 relative to conference on dismissal of maids, may I say that I assume/on a basis of your letter that you were not disposed to hold conference requested.

Very truly yours,

APR:ha

A. Philip Randolph
International President

REGISTERED LETTER
RETURN RECEIPT REQUESTED

January 8, 1952

Mr. W. S. Baker
Assistant Vice-President
Atlantic Coast Line Railroad Company
Wilmington, N. C.

Dear Sir:

I wish herewith to request a conference for the purpose of discussing the dismissal of train maids, November [illegible], 1951, who were formerly in the employ of your Company.

I will appreciate a reply at your earliest convenience.

Very truly yours,

APR:ha
cc: Frank Pace, Jr.
Henry Epstein

A. Philip Randolph
International President

January 9, 1952

Mr. Henry Epstein
30 Broad Street
New York, N. Y.

Dear Mr. Epstein:

This will acknowledge receipt of your letter of January 7, 1952 with enclosure from Carl R. Bendetsen, Assistant Secretary of the Army and suggested draft of let to the Army concerning the dismissal of train maids of the Atlantic Coast Line Rail Company and failure of the Atlantic Coast Line to honor the Award of the National Railroad Adjustment Board for claim of maid against the railroad company. I am here including copy of letter to the Army and also copy of letter to the Atlantic Coast Li requesting conference on the dismissal of the train maids which you suggested in your letter, if conference was not refused by the Atlantic Coast Line.

Very truly yours,

APR:ha
encs.

A. Philip Randolph
International President

__REGISTERED LETTER__
__RETURN RECEIPT REQUESTED__

January 9, 1952

Honorable Frank Pace, Jr.
Secretary of the Army
Pentagon Building
Washington, D. C.

__Attention: Lt. Col. R. B. Bush--Re: Dismissal of Train Maids__

My dear Mr. Secretary:

Your attention is invited to communication between our attorneys in New York, Messrs. Hays, Wolf, Schwabacher, Sklar & Epstein, 30 Broad Street, New York 4, N. Y. and your Assistant Executive, Lt. Col. R. B. Bush, under date of January 4, 1952, in response to letters forwarded under date of the 31st of December.

1. With respect to Award No. 738 issued by the National Railroad Adjustment Board on October 12, 1951 against the Atlantic Coast Line Railroad, I fail to understand why this necessitates any further negotiations as referred to in your letter of January 4, 1952 when the Order after the period set forth by the Board has not been complied with. The Railroad, apparently, has completely ignored the Order and further steps, it would seem, should be taken by the Secretary under whose direction and responsibility the railroads continue to be operated.

2. With respect to the violation of the Executive Order Number 10155, referred to in your communication under date of January 4, 1952 from your office, concerning the dismissal of maids in the service of the above railroad, the suggestion of negotiation with the railroad may and will be attempted, although you will note from the last paragraph in the letter from the Atlantic Coast Line Railroad to the Brotherhood of Sleeping Car Porters under date of November 23, 1951, concerning requested conference for purpose of discussing dismissal of maids that;

"Inasmuch as your request for conference was for the stated purpose of discussing the "dismissal" of said men, as I have explained, which has been no dismissal, it is assumed that there is no necessity for the requested conference."

But in conformity with [illegible] contained in communication from Mr. [illegible] both under date of January 4, 19[illegible], [illegible] Boyd, Wolf, [illegible], [illegible] directed letter to the Atlantic Coast Line Railroad requesting conference on [illegible] [illegible] made as you will note from the enclosure.

It is therefore urged that the Secretary take prompt steps that the Atlantic Line Railroad conform to the President's Order and submit to the direction of the Railroad Adjustment Board.

Very respectfully yours,

APR:bh
enc.

A. Philip Randolph
International President

FORM 720

[redacted]

W. S. BAKER,
ASSISTANT VICE-PRESIDENT

OPERATING DEPARTMENT

WILMINGTON, N. C. January 10, 1952.

(At Washington)

Mr. A. Philip Randolph, International President,
Brotherhood of Sleeping Car Porters,
217 West 125th Street,
New York 27, New York.

Dear Sir:

Acknowledging your letter January 7 with further regard to what you call "the recent dismissal of all the maids in the employ of the Atlantic Coast Line Railroad Company".

I understand from your letter that you realize your assumption was in error and that as I previously advised you I will be glad to arrange conference for discussion of this matter upon request from you.

Yours very truly,

W S Baker

FORM 720

[redacted]

W. S. BAKER,
ASSISTANT VICE-PRESIDENT

OPERATING DEPARTMENT

WILMINGTON, N. C. January 15, 1952.

(At Washington)

Mr. A. Philip Randolph, International President,
Brotherhood of Sleeping Car Porters,
217 West 125th Street,
New York 27, N. Y.

Pat

Dear Sir:

Acknowledging your letter January 9, requesting conference for purpose of discussing what you call "the recent dismissal of all maids in the employ of the Atlantic Coast Line Railroad Company".

I suggest this conference be held in my office at Wilmington, N. C., at 2:30 p.m., February 1. If this time and date are not satisfactory, please advise.

Yours very truly,

W S Baker

January 17, 1952

Copy to Mr. Patterson

C
O
P
Y

ATLANTIC COAST LINE RAILROAD COMPANY.

Operating Department

W. S. Baker
Assistant Vice-President

Wilmington, N. C., January 15, 1952

(At Washington, D. C.)

Mr. Henry Epstein,
Hays, Wolf, Schwabacher, Sklar & Epstein,
Counsellors at Law,
30 Broad Street,
New York 4, N. Y.

Dear Mr. Epstein:

Acknowledging your letter of December 31, written on behalf of the Brotherhood of Sleeping Car Porters, concerning an award dated October 12, 1951, issued by the Fourth Division, National Railroad Adjustment Board, in connection with claim in behalf of Gertrude Payne, formerly employed by this Company as a train maid:

Based upon the information before me, I do not believe the Board's award to be proper.

Yours very truly,

(Sgd.) W. S. Baker

C
O
P
Y

ATLANTIC COAST LINE RAILROAD COMPANY

Operating Department

Wilmington, N. C., January 12, 1952

(At Washington)

Mr. Henry Epstein,
Hays, Wolf, Schwabacher, Sklar & Epstein,
Counsellors at Law,
30 Broad Street,
New York 4, N. Y.

Dear Sir:

Acknowledging your letter of December 31, addressed to me, and identical letter, bearing same date, addressed to Mr. J. J. Peacock, General Superintendent, Dining Cars, Washington, D. C., wherein you protest what you term to be "the dismissal notice effective November 3, 1951 issued by J. J. Peacock, Superintendent Dining Cars, which has brought about the dismissal of all the maids theretofore employed" by this Company:

None of the maids in the employ of the Atlantic Coast Line Railroad Company were dismissed. They were, in fact, laid off in a force reduction, effected in accordance with the terms of the working agreement which was current at that time.

As a matter of information, I attach copy of letter addressed by me, on November 23, 1951, to Mr. A. Philip Randolph, International President, Brotherhood of Sleeping Car Porters, which was in reply to his letter of November 15, in which he also protested what he erroneously referred to as the "dismissal of all the maids in the employ of the Atlantic Coast Line Railroad Company".

As I informed Mr. Randolph, in my letter of November 23, if and when this Company considers it desirable to restore these maid positions, they will be restored in accordance with the current working agreement.

Yours very truly,

(Sgd.) W. S. Baker

COPY

ATLANTIC COAST LINE RAILROAD COMPANY

DINING CAR DEPARTMENT
WASHINGTON, D. C.

insert

January 22, 1952

Mr. Thomas Patterson,
Eastern Zone Supervisor,
Brotherhood of Sleeping Car Porters,
217 West 125th Street,
New York 27, New York

Dear Sir:

Reference is made to your registered letter of December 26, 1951, initiating claim for and in behalf of:

B. L. Jay
L. V. Thorpe
M. J. Cole
C. Minyard
E. A. Alston
H. M. Miles
F. B. Turner
S. A. Tollerson
O. McKinney
E. L. Turner
A. L. Rush
M. C. Goosby
M. Carter
I Blocker
A. Glymph
M. Foy

This claim is declined.

Yours very truly,

/s/ J. J. Peacock

General Superintendent Dining Cars.

ACL RR

January 22, 1952

Mr. W. S. Baker
Assistant Vice-President
Atlantic Coast Line Railroad Company
Wilmington, N. C.

Dear Sir:

This will acknowledge receipt of your letter of January 16, 1952 suggesting February 1, 1952, 2:30 p.m. in your office as date and time and place for conference to discuss the dismissal of maids formerly in the employ of the Atlantic Coast Line Railroad Company.

May I advise that representatives of the Brotherhood of Sleeping Car Porters will be on hand for conference.

Very truly yours,

APR:ha
cc: T. Patterson

A. Philip Randolph
International President

DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY
WASHINGTON, D. C.

AFM/76557/ek
TYPED 22 Jan 52

24 JAN 1952

TCORR 004.01 (Railroads)

Mr. A. Philip Randolph,
International President
Brotherhood of Sleeping
Car Porters
217 West 125th Street,
New York 27, N. Y.

Dear Sir:

As Secretary Pace has delegated to me the responsibility, within the Department of the Army for carrying out the duties imposed upon him by Executive Order No. 10155, he has asked me to reply to your letter of 9 January.

It is pursuant to the above referred to Executive Order that the Federal Government through the Secretary of the Army, has taken possession and assumed operation and control of the major rail transportation systems of the nation, of which the Atlantic Coast Line Railroad is one.

Your letter in its numbered paragraph 2 indicates that certain employees of the Atlantic Coast Line were dismissed from the service. Informal investigation has developed that a question of fact is involved in the allegation of dismissal and that the action of the carrier is considered by it to have been a reduction in force which, of course, is negotiable issue under the standard practices of collective bargaining in accordance with provisions of the Railway Labor Act. I suggest that such negotiation be pursued in the interest of settlement of any dispute between the involved railroad and your brotherhood that may have arisen.

In the matter of the Award (No. 738) of the National Railroad Adjustment Board, Fourth Division, on 12 October 1951, it is not understood that any final decision has been made by the carrier in connection with the Award and, therefore, the subject of its application also should be a matter of negotiation through normal processes which are available to your brotherhood.

Sincerely yours,

Karl R. Bendetsen
Assistant Secretary of the Army

[illegible]

January 24, 1953

Mr. George Harrison, President
Brotherhood of Railway and Steamship Clerks
Brotherhood of Railway Clerks Building
Cincinnati 2, Ohio

Dear Brother Harrison:

Just a word to express my great appreciation for the loan of your file on the problem of dismissal of railway employees by railway carriers. Going over your file has been quite helpful in building up our case against the Atlantic Coast Line for the dismissal of 17 of the maids.

Fraternally yours,

APR:ha
enc.

A. Philip Randolph
International President

January 24, 1952

Mr. J. J. Peacock
~~General Superintendent Dining Cars~~
~~Atlantic Coast Line Railroad~~ Company
~~Fifth and "B" Streets, N. E.~~
~~Washington, D. C.~~

~~Attention:~~ Mr. J. W. Turner Supt Transportation

Dear Sir:

Mr. Sharpton writes me on January 17, 1952 as follows: As information I quote letter of January 16, 1952 from Mr. George L. Oliver PTM FEC RWY. giving report of EFC train passenger agent of No. 1 January 14, 1952.

Our train passenger agent of No. 1 January 14, 1952 makes the following report. Ladies room in cars CH-6, 7, 8, and 9 were in filthy condition arriving Jacksonville. Men's rooms were not in too good shape either. These ladies rooms were about the worst I have ever seen. The attendant of cars CH- 8 and 9 told me at Jacksonville that we would find these rooms dirty because he had not had time to get to them. Our attendant says that he find these rooms dirty every time that he connects with this attendant and that he always has some excuse for not cleaning these rooms. Bodies of these cars were also very dirty. You will note that our attendant reports that these rooms are dirty every time your attendant in charge of CH-8 and 9 is on duty and that he always finds some excuse for not cleaning the rooms.

/s/ C. S. Sanderson

C
O
P
Y

February 19, 1952

Hon. Karl R. Bendetsen,
Assistant Secretary of the Army,
The Pentagon,
Washington, D. C.

Re: Your Letter of Jan. 4, 1952 -
Award No. 783 - Nat'l. R.R. Adjustment Board.

Dear Sir:

In yours of 4 Jan. 1952, regarding the award of the National Railroad Adjustment Board, No. 781, under date of 12 October 1951, you indicate that negotiations should proceed and that the Atlantic Coast Line had not "reached any final decision in connection with the award".

Enclosed find copy of letter from W. S. Baker, Ass't. Vice-President, on behalf of the Railroad, stating he does "not believe the Board's award to be proper". We are advised that no appeal has been taken by the Railroad and the time within which to do so has by now expired.

As the Secretary of the Army has the responsibility for the operation of the Railroad, it would appear that this order of the Government's Agency which has not been appealed should be carried out; otherwise an unseemly situation would be presented in which the Secretary of the Army will not enforce the determination, now final, of the United States Agency dealing with the railroads.

An early response will be appreciated.

Yours very truly,

Henry Epstein

HE:BT

Enclosure (1)

Mr. Henry Epstein
Hays, Wolf, Schwabacher, Sklar & Epstein
Counsellors at Law
30 Broad Street
New York 4, N. Y.

5 MAR 1952

Dear Sir:

It may be that, as quoted in your letter of 19 February 1952, in the matter of Award No. 783 - National Railroad Adjustment Board, the Atlantic Coast Line Railroad does not believe the board's award to be proper.

However, the situation referred to in both your letter of 19 February and previous correspondence, continues to be one that is subject to negotiation with representatives of the involved carrier through the processes available to the employees under the provisions of the Railway Labor Act, and it is suggested that this procedure be followed.

Sincerely yours,

(SIGNED)

Karl R. Bendetsen
Assistant Secretary of the Army

COPY

HAYS, WOLF, SCHWABACHER, SKLAR & EPSTEIN
COUNSELLORS AT LAW
30 BROAD STREET
NEW YORK 4, N.Y.

March 7, 1952

Hon. Frank Pace, Jr.,
Secretary of the Army,
Pentagon Building,
Washington, D. C.

Re: Atlantic Coast Line Railroad -
Case of Gertrude Payne, Award No. 738

My dear Mr. Secretary:

May I invite your attention to the previous correspondence in respect of the above, carried on with the Assistant Secretary, Mr. Bendetsen, and, in his absence, with Lt. Colonel R. B. Bush.

Before me is the letter from Mr. Bendetsen, under date of March 5, 1952, in which he states that this award "continues to be one that is subject to negotiation with representatives of the involved carrier through the processes available to the employees under the provisions of the Railway Labor Act, and it is suggested that this procedure be followed." This was the substance, in almost the same language, of the recommendation contained in the letter from the Assistant Secretary under date of January 4, 1952.

Following that recommendation, Mr. A. Philip Randolph, International President of the Brotherhood of Sleeping Car Porters, which organization had acted on behalf of the claimant, sought and had a conference with Mr. W. S. Baker, of the Railroad. This conference was held on February 1. On January 15, 1952, Mr. Baker, for the Atlantic Coast Line Railroad, had indicated that he did not "believe the Board's award to be proper." Mr. Baker, at the said conference and subsequently, has refused to take any steps whatsoever with respect to complying with that award, and the time to appeal has since expired. Thus, the final decision referred to in your letter of January 24, 1952, addressed to Mr. A. Philip Randolph, has already been made and no longer are any negotiations of any possible value, since the Railroad refuses to do anything. It is, therefore, impossible for us to understand your suggestion in the letter of March 5 for further negotiation, when there is nothing to negotiate and the Railroad officials have refused any response further, and merely remain silent. It does seem strange that the Secretary of the Army, with the full responsibility for the operation of the Railroad, in a final award, and where the Railroad refuses to comply, still will not do anything except to make suggestions for negotiation, when there is nothing to negotiate and when the Railroad refuses to do anything further.

We would like some final word. Does the Secretary of the Army intend to carry out the award made by the National Railroad Adjustment Board in Award No. 738 (wrongly referred to as No. 783 in yours of March 5), and, if not, for what reason?

Very truly yours,

Henry Epstein

HE:BT

March 7, 1952

Mr. Frank Pace, Jr.
Secretary of the Army
Department of the Army
Washington, D. C.

Dear Sir:

Attention: Mr. Karl R. Bendetsen

This will acknowledge receipt of your letter of January 24, 1952 in reference to my letter of January 9, 1952 concerning dismissal of seventeen train maids by the Atlantic Coast Line Railroad Company, and the appeal of the Brotherhood of Sleeping Car Porters to the Secretary of the Army to take action under Executive Order, 10155 with a view to restoring the maids to their jobs and enforce Award No. 756 of the National Railroad Adjustment Board, Fourth Division, October 12, 1951.

Now relative to your advice that negotiation on this question of the dismissal of train maids be prosecuted, may I say that the conference was held with the Management of the Atlantic Coast Line Railroad Company, February 1, 1952. In that conference the Management flatly stated they would not restore the maids to their former jobs and they rejected payment of claim of Miss Gertrude Payne, the maid in whose behalf Award No. 756 was handed down by the National Railroad Adjustment Board and which equally effects the other sixteen maids.

The enclosed letter is an exhibit of the position of the Atlantic Coast Line Railroad Company on the question of payment of claims of the other sixteen maids.

Now I note in your testimony before the Committee on Labor and Public Welfare's hearings on labor disputes between railroad carriers and four operating railroad Brotherhood that, in reply to the following question asked by Senator Morse:

> "Now let's return to your testimony as to the differences in the operations of these railroads under Government seizure from what the operations would be if they were not under Government seizure. We digressed and got on to the wage issue. Now I would like to go back. You were explaining why in your opinion it was not a token seizure, but more than token."

You stated that,

> "Mr. Henderson. Yes sir. I was about to cite another illustration after General Order No. 2 which comes to my mind as an illustration. The Hudson Manhattan Railroad between New York and across the river to New Jersey had wanted to change the operation of their doors. In changing the operation of the doors, a technical feature of each rail car, it would have resulted in few operating people on the train because the doors would work in gangs rather than individually. They contended they had the right to make the change and order it. I did not approve it because it would have changed the conditions of employment that were in force when the Government took over."

The following comment was made by Senator Morse;

> "You have taken the position throughout Government seizure that whatever the operation requirements were at the time of seizure, they should remain the same during the period of operation, taking into account of course exceptional cases such as health and safety factors that might arise?"

To this you made the following reply;

> "Mr. Henderson. Yes, sir; unless specifically otherwise directed by the President or the Secretary of the Army. That is provided in the President's order which is before you, sir."

Now it appears to the Organization that if you have the right and power to maintain operations of railroads as abovedescribed, you also have the right and power to require the Atlantic Coast Line Railroad Company to restore to their former jobs, the seventeen train maids, some of whom have been employed by this road for ten years more or less. The argument of the Atlantic Coast Line Railroad Company that these maids were released in a force reduction in the interest of economy does not carry any weight since, certainly, the expense in the form of wages paid these maids would not either save this railroad from bankruptcy or plunge it into it. Moreover, the duties these maids have performed on the coaches of the Atlantic Coast Line Railroad Company are still required.

I am herewith listing the duties of these maids;

1. On reporting at the train, maids would change from their street clothes to uniforms. They would then inspect all ladies' rooms on the train to see that they are supplied with the necessary equipment for the trip. The number of cars assigned to one maid would range between eight and fourteen.

2. After the train leaves the station, the maid would accompany the train conductor through the train as he lifts transportation. Her duty during this time is to open the doors of the ladies' rooms and collect tickets of occupants. This is an important service because often the ladies

are not in a condition to permit the conductor to enter the room for the ticket or to hand it to him through the door.

3. Taking care of babies and sick or crippled passengers and giving as much travel comfort as possible to them. This service includes the taking of milk to the dining car and having it kept under refrigeration until needed. They are also called upon at different times to serve articles of food from the dining car.

4. After checking the car leaving New York, the next check would be made at Philadelphia and again at Washington. They are also expected to lock the toilets at these points and reopen them on leaving the station. On the return trip from Jacksonville to New York, maids are required to check with conductors leaving Jacksonville and again leaving Washington.

5. Cleaning the ladies' rooms is a very important part of the maids duties. These rooms are continually littered with soiled paper towels, drinking cups and other matters and the maids are fully occupied keeping these rooms tidy and presentable.

6. Maids are on duty from the time the train leaves New York or Jacksonville until 12 midnight both ways. Five hours are deducted each way for rest periods. If the train is late in arriving at the point where the maid should be relieved for rest the conductor may request her to stay on until such time as he checks the cars. It is also recognized in cases of emergency or whenever the conductor considers it necessary to call on a maid at different times to serve sick passengers or for any other services in her line of work.

Some of these duties, namely, cleaning the ladies' rooms the attendant is now required to do. Keeping the ladies' rooms clean is a continuous job on every trip and possibly constitutes the major part of the work of the maids. Of course, administering to the needs of women with young babies and children as well as old women represents a vital part of the work of the maid.

Now it appears to the Organization that the Atlantic Coast Line Railroad Company is depriving the public of a vital service, the cost of which no doubt is a recognized factor in the computation and fixing of passenger rates by the Interstate Commerce Commission, or even if it is not, the fact is that it is most unusual and extraordinary for a railway carrier to wipe out completely an entire class of employees in the interest of economy while not touching other classes and crafts of workers.

It is obvious that this action on the part of the Atlantic Coast Line Railroad Company was taken as a reprisal against the maids because of the winning of the claim for Gertrude Payne which would apply to the other sixteen maids and which no doubt would run into around fifteen to seventeen hundred dollars each.

The Brotherhood of Sleeping Car Porters considers this a vital case and we are appealing to the Secretary of the Army to handle it and exercise the power granted this department within the terms and provisions of the Executive Order of President Truman when he took over the railroads, August 25, 1950.

In the interest of the collection of the claim for Gertrude Payne, which was ordered by one of the agencies of the Government, the National Railroad Adjustment Board, the Organization has plans to institute legal action against the Atlantic Coast Line Railroad Company. But the question of restoring the coachmen aside to their former jobs we must rely upon the Department of the Army for.

Very truly yours,

APR:ha

A. Philip Randolph
International Presid

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3947 Drexel Boulevard
Chicago 15, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants

AN INTERNATIONAL UNION

Affiliated with the A. F. of L.

217 WEST 125th STREET
(Room 301)
NEW YORK 27, N. Y.
MO 2-5080-1
Nights, Sundays and Holidays UNiversity 4-8262

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

THOMAS PATTERSON
Eastern Zone Supervisor

March 11, 1952

May I advise that the Brotherhood of Sleeping Car Porters is working all of its forces in the interest of securing the restoration of the seventeen maids on the Atlantic Coast Line to their former jobs and also payment of claims to them for deduction for sleep time they never received. In the interest of fully pushing this fight may I request you to come into the office, Monday, March 17, 1952, 12 noon, to have a group picture taken which may be used in publicity we plan to develop in this case.

The picture which was taken sometime ago unfortunately did not come out very well.

Fraternally yours,

A. Philip Randolph
International President

APR:ha

DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY
WASHINGTON, D. C.

Maids

14 MAR 1952

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, N. Y.

Dear Sir:

This is in reference to your letter 7 March 1952, addressed to the Secretary of the Army, in regard to Award No. 738--National Railroad Adjustment Board.

The position of the Department of the Army in this matter was fully explained to you in its letter of 24 January 1952.

The Department of the Army continues to believe that the case referred to by you should be processed pursuant to the provisions of the Railway Labor Act and again suggests accordingly.

Incidentally, the letter which you stated in your letter of 7 March was being inclosed, was not received.

Sincerely yours,

for

[illegible] BUSH
Lt. Col., GSC
Ass't Exec., OASA

Karl R. Bendetsen
Assistant Secretary of the Army

[illegible]

March 19, 1952

Mr. Frank Pace, Jr.
Secretary of the Army
Department of the Army
Washington, D. C.

Attention: Mr. Karl R. Bendetsen

Dear Sir,

Find enclosed copy of letter I suggested in my letter to you, of March 7, 1952, concerning dismissal of train maids by the Atlantic Coast Line Railroad.

Very truly yours,

APR:ha
enc.

A. Philip Randolph
International President

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3947 Drexel Boulevard
Chicago 15, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD
of
SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.

217 WEST 125th STREET
(Room 301)
NEW YORK 27, N. Y.
MO 2-5080 - 1
Nights, Sundays and Holidays UNiversity 4-8262

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

THOMAS PATTERSON
Eastern Zone Supervisor

March 24, 1952

I am writing you to appeal for your support and cooperation in affecting the restoration of seventeen colored train maids, formerly running between New York and Jacksonville, on the Atlantic Coast Line Railroad, and who were dismissed November 3, 1951, to their jobs.

The excuse given by the Atlantic Coast Line Railroad for eliminating the maids was that it was a part of a plan for the reduction of forces in the interest of economy. The seventeen maids were the specific and chief victims of this so-called economy retrenchment. To what extent the wages of these maids will save the Atlantic Coast Line Railroad from bankruptcy is not clear.

It is also significant to note that as a rule when a reduction in forces is made in the interest of economy, it hits all classes of workers right across the board.

According to reports from other employees on the Atlantic Coast Line Railroad, the same service the maids performed for women passengers, especially, are still greatly needed. Some of the duties of the maids are;

1. On reporting at the train, maids would change from their street clothes to uniforms. They would then inspect all ladies' rooms on the Train to see that they are supplied with the necessary equipment for the trip. The number of cars assigned to one maid would range between eight and fourteen.

2. After the train leaves the station, the maid would accompany the train conductor through the train as he lifts transportation. Her duty during this time is to open the doors of the ladies' rooms and collect tickets of occupants. This is an important service because often the ladies are not in a condition to permit the conductor to enter the room for the ticket or to hand it to him through the door.

3. Taking care of babies and sick or crippled passengers and giving as much travel comfort as possible to them. This service includes the taking of milk to the dining car and having it kept under refrigeration until needed. They are also called upon at different times to serve articles of food from the dining car.

4. After checking the car leaving New York, the next check would be made at Philadelphia and again at Washington. They are also expected to lock the toilets at those points and reopen them on leaving the stations. On the return trip from Jacksonville to New York, maids are required to check with conductors leaving Jacksonville and again leaving Washington.

5. Cleaning the ladies' rooms is a very important part of the maids' duties. These rooms are continually littered with soiled paper towels, drinking cups and other matters and the maids are fully occupied keeping these rooms tidy and presentable.

6. Maids are on duty from the time the train leaves New York or Jacksonville until 12 midnight both ways. Five hours are deducted each way for sleep period. If the train is late in arriving at the point where the maid should be relieved for rest the conductor may request her to stay up until such time as he checks the cars. It is also recognized in cases of emergency or whenever the conductor considers it necessary to call on a maid at different times to serve sick passengers or for any other services in her line of work, he will do so.

It is quite apparent that the aforementioned duties of the maids would certainly be in great demand upon the eve of a busy winter season such as the one now going on. Despite, this fact however, the maids were let out November 3, 1951 just at the beginning of the season.

While the Company claims that the dismissals were in the interest of economy, reading between the lines, one can see that there is a direct and close connection between the dismissal of the maids and the winning of a claim, for and in behalf of Maid, Gertrude Payne, October 12, 1951 for failure, by the railway carrier, to provide her with a proper place to sleep according to the rules of the Agreement. This claim was ordered to be paid by the National Railroad Adjustment Board, November 12, 1951. All of the maids were fired November 3, 1951.

Since the other sixteen maids had the same claim against the Atlantic Coast Line Railroad, which would amount to something over a thousand dollars for each maid for deductions for sleep time they never got, the Company used this form of reprisal against them.

Some of these maids have been working for the Atlantic Coast Line ten years, more or less. It is most unusual for any railroad, in the interest of economy, to abolish an entire class of employees such as was done in this instance.

May I request and urge that you write the President of the Atlantic Coast Line Railroad, Champion McDee Davis, Wilmington, N. C., and express your displeasure with their action and demand the restoration of these maids to their jobs. You will be doing a great service to these maids and their families.

In addition to writing the President of the Atlantic Coast Line Railroad concerning this matter, I want to request you to write also Mr. Karl B. Bendetsen, Assistant Secretary of the Army, Department of the Army, Washington, D. C. since the Army under Executive Order, No. 10155, issued by President Truman, August 25, 1950, is now running the railroads and has the right and power to see to it that the rules of the existing agreement between railway unions and carriers be properly observed. We would appreciate it, if you would urge him to order the restoration of these maids to their former jobs.

Since the Atlantic Coast Line Railroad has flatly refused to pay the claim, the Organization is taking legal action to secure payment of the claim to the maids.

If there is any further information you wish concerning this case kindly let me know and I will be glad to supply same.

Sincerely yours,

A Philip Randolph

A. Philip Randolph
International President

APR:ha

This letter was sent to Women's Organizations concerning Maids Case.

cc [illegible]

T. C. CARROLL
PRESIDENT

A. SHOEMAKE
SECRETARY-TREASURER

BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYES

AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR AND TRADES AND LABOR CONGRESS OF CANADA

12050 WOODWARD AVENUE, DETROIT 3, MICHIGAN

cc.
m. P. Webster
a. L. Totten
T Paterson
C L Dellums
B Smith
T D McNeal

FILE

April 14, 1952

Mr. A. Philip Randolph, Intl. President
Brotherhood of Sleeping Car Porters
217 W. 125th Street, Room 301
New York 27, New York

Dear Brother Randolph:

When I saw you last in Washington, I told you about our appeal to Mr. Karl Bendetsen in connection with the situation on the Nickel Plate which was somewhat similar to yours on the Atlantic Coast Line, and that I would send you a copy of Mr. Bendetsen's reply.

This is to advise that I have exchanged several letters with Mr. Bendetsen. He takes the position that our Nickel Plate dispute is a case for the Third Division of the National Railroad Adjustment Board and that he has no authority.

However, after I advised Mr. Bendetsen and the Chairman of the National Mediation Board that I had authorized a strike on the property, the Mediation Board reentered the case--it previously having proffered arbitration, and when the Carrier refused, closed its files--and, as a result, called the representatives of the Carrier and me to Washington Tuesday, March 25. At this conference the railroad abandoned its plans to abolish the forces which settled the dispute.

I sincerely hope you will be able to dispose of your Atlantic Coast Line dispute.

With best wishes, I am

Sincerely and fraternally yours,

T C Carroll
President

OFFICE EMPLOYES A.F.L. 10 UNION LABEL INTERNATIONAL UNION

ACL M[illegible]

April 25, 195[illegible]

Mr. T. C. Carroll, President
Brotherhood of Maintenance of Way Employes
12050 Woodward Avenue
Detroit 3, Michigan

Dear Brother Carroll:

Just a word to thank you for your letter of April 16th in which you inform me of the handling of your case involving the abolition of some of your forces on the Nickel Plate, with Mr. Karl Bendetsen of the Department of the Army, and the consequent abandoning by the railroad of plans to abolish said forces.

This is indeed a significant victory for which I want to offer my congratulations. No doubt it may be helpful as an example to the hard-boiled Atlantic Coast Line which has wiped out the train [illegible]. At least, I will raise it to Mr. Karl Bendetsen as an instance of what can be done with these railroads if the government will take a strong position in disputes.

Thanking you for your interest in our case, I am

Fraternally yours,

A. Philip Randolph
International President

APR:bw
c.c. M. P. Webster
A. L. Totten
T. T. Patterson
C. L. Dellums
T. D. McNeal
B. Smith

ILIP RANDOLPH
onal President

MILTON P. WEBSTER
1st International Vice-President
3947 Drexel Boulevard
Chicago 15, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD
of
SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants

AN INTERNATIONAL UNION
Affiliated with the A. F. of L.

217 WEST 125th STREET
(Room 301)
NEW YORK 27, N. Y.
MOnument 2-5080 - 1
Nights, Sundays and Holidays
UNiversity 4-8262

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

THOMAS PATTERSON
Eastern Zone Supervisor

REGISTERED-RETURN
RECEIPT REQUESTED:

ACL
maid

July 9, 1952

Re: DC-58

Mr. C. S. Sanderson
General Superintendent Transportation
Atlantic Coast Line Railroad Company
Wilmington, North Carolina

Dear Sir:

Receipt of your letter of July 2, 1952, in reply to my verbal request for the Atlantic Coast Line Railroad Company's consideration of vacation payment to maids who qualified for vacation in 1952, but whose services were discontinued on November 3, 1951, is herewith acknowledged.

The second paragraph of your letter states:

> "Although the maids involved may have worked the requisite number of days during 1951 to have entitled them to vacation in the subsequent year, these assignments were abolished November 3, 1951; and, according to Agreement dated September 9, 1949, vacations will only be allowed to employees meeting certain conditions and who continue to be employed in the subsequent year."

The Organization does not consider the quoted paragraph of your letter as applicable to the employees involved. The paragraph to which you refer in the Agreement of September 9, 1949 provides, as follows:

> "No vacation with pay or payment in lieu thereof, will be due an employee whose employment relation has terminated prior to the taking of his vacation."

Certain qualifications are necessary to be acquired, on the basis of work done through a current year, in order to be entitled to a vacation in the succeeding year. These maids worked between the months of January through November 3, 1951, which would satisfy one of the conditions necessary for vacation pay in the year 1952, provided the amount of work done would give them the required number of hours for receiving a vacation with pay or pay in lieu thereof. It is obvious that unless the maids were guilty of some act which caused them to be dismissed from the service of the Company, they should not be deprived of what they had already earned and the quotation from the vacation rule of the Agreement dated September 9, 1949 refers to employees who had been dismissed or resigned from the service.

In supporting this contention, I wish to quote from a letter written by Mr. W. S. Baker, Assistant Vice President of the Atlantic Coast Line Railroad Company, to Mr. A. Philip Randolph, International President of The Brotherhood of Sleeping Car Porters, dated November 23, 1951, in reply to Mr. Randolph's letter of November 15, 1951 regarding the dismissal of the maids from the Company's service.

> "None of the maids in the employ of the Atlantic Coast Line Railroad Company were dismissed. On the contrary, after long and mature consideration, we reached the conclusion that the benefits to be derived by the Company through the employment of maids in coaches were so small that the rather considerable expense of such employment was unjustified. Accordingly, the maids were released in a force reduction. In no sense was this a dismissal, and in no sense is it to be considered discipline. In the event that we should decide at any time in the future to restore such maid service, you can be certain that such restoration will be made in accordance with the current working agreement."

The evidence then, in support of my statement, is that these maids were not dismissed; that the current Agreement, when their services were discontinued, gave them their seniority rights with the Company if maid service is restored. Mr. Baker's letter states that restoration of maid service would be made in accordance with the current working Agreement, and the current working Agreement deals specifically, in Rule #2, with the seniority of "train porters, mail porters, chair car attendants and maids." To interpret the vacation rule in terms expressed in your letter, would refute the statement of Mr. Baker, that should the maids be returned to the service they would be placed in accordance with the current working Agreement, which includes the seniority of the maids and would require recognition of the time each maid was employed and not of the time of the restoration.

In view of the above reasons, we will appreciate your further consideration to the subject for the purpose of paying the maids for the vacations which were due them in the year 1952, by virtue of the work done in 1951.

Yours very truly,

BROTHERHOOD OF SLEEPING CAR PORTERS

By: Thomas Patterson
Eastern Zone Supervisor

TP/gar
cc: Mr. A. Philip Randolph
International President

COPY

ATLANTIC COAST LINE RAILROAD COMPANY

Transportation Department
Wilmington, N. C.

July 15, 1952

DC-38

Mr. Thomas Patterson,
Eastern Zone Supervisor,
Brotherhood of Sleeping Car Porters,
217 West 125th Street,
New York 27, N. Y.

Dear Sir:

Referring to conference in my office, July 1st, relative claim for payment of time deducted account rest periods enroute, between January 31, 1950 and November 3, 1951, for the following train maids:

B. L. Jay
L. V. Thorpe
M. J. Cole
C. Minyard
E. A. Alston
H. M. Miles
F. B. Turner
A. A. Tollerson
O. McKinney
E. L. Turner
A. L. Rush
M. C. Goosby
M. Carter
I. Blocker
A. Glymph
M. Foy

Your appeal has been given careful consideration but I find no reason to disturb declination by Mr. Peacock of initial claim.

Yours very truly,

/s/ C. S. Sanderson

General Superintendent Transportation

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3947-59 Drexel Boulevard
2nd Floor
Chicago 15, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS
Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.

217 WEST 125th STREET
(Room 301)
NEW YORK 27, N. Y.
MO 2-5080 - 1
Nights, Sundays and Holidays
UNiversity 4-8262.

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

THOMAS PATTERSON
Eastern Zone Supervisor

December 3, 1952

Atlantic Coast Line Railroad Company
Wilmington, North Carolina

Gentlemen:

The undersigned, an international union, is a duly authorized representative of maids employed or formerly employed by you.

Claims for certain back wages heretofore have been made by the undersigned against you on behalf of the 18 maids hereinafter identified. A suit instituted by the undersigned on behalf of Gertrude M. Payne, one of said 18 maids, for back wages allegedly due her, now is pending in the United States Federal District Court for the Southern District of New York, Civil No. 75-314.

You have agreed to settle the claims of said 18 maids (including Gertrude M. Payne) in the following amounts:

Name	No. of Trips	Total Sum Per Maids
E. L. Turner	10	$120.00
B. L. Jay	10	120.00
L. V. Thorpe	8	96.00
M. J. Cole	9	108.00

Name	No. of Trips	Total Sum Per Maids
E. A. Alston	2	24.00
H. M. Miles	6	72.00
S. A. Tollerson	7	84.00
F. B. Turner	7 1/2	90.00
G. M. McKinney	6	72.00
A. L. Rush	9	108.00
M. Carter	9 1/2	114.00
L. Blocker	9	108.00
A. Glymph	7	84.00
M. Fay	7	84.00
C. Minyard	0	-0-
M. C. Goosby	0	-0-
V. McKnight	0	-0-
G. M. Payne		1,560.43
		$2,844.43

*Calculated on the basis of $12 per trip

You have paid over to the undersigned's attorneys, Hays, Wolf, Schwabacher, Sklar & Epstein, all of the abovementioned monies (less withholding taxes, social security, etc.) the receipt of which hereby is acknowledged. In consideration of said payment and the further payment by you to the undersigned of $1.00 and other good and valuable consideration, receipt of which hereby is acknowledged, the undersigned hereby agrees as follows:

1. Said monies are accepted by the undersigned on behalf of each of the maids hereinabove identified, and the undersigned hereby agrees to pay or deliver said monies to said maids in the amounts hereinabove set forth opposite each of their names.

2. On behalf of each of said maids hereinabove identified, her heirs, executors, administrators or assigns, the undersigned hereby releases, remises and forever discharges Atlantic Coast Line Railroad Company, its successors and assigns of and from all manner of action and actions, cause and causes of actions, suits, debts, sums of money, dues, claims and demands whatsoever in law or equity which said maid had or now has against said Company for wages, salary or other compensation accruing under the Supplementary Agreement, effected August 1, 1945, Rule entitled 'Sleeping Periods Enroute.'

3. The undersigned hereby unconditionally agrees to idemnify and hold the Atlantic Coast Line Railroad Company harmless from any loss, liability, claim or damages which it hereinafter may suffer as a result of any action, suit, claim or demand which may be instituted or asserted by any of said maids hereinabove identified against said Company for wages, salary or compensation allegedly due her under the Supplementary Agreement, effected August 1, 1945, Rule entitled 'Sleeping Periods Enroute.'

4. The undersigned will instruct its attorneys to stipulate to discontinue said suit on behalf of Gertrude M. Payne without costs to either party.

BROTHERHOOD OF SLEEPING CAR PORTERS
BY A. Philip Randolph

SUBJECT FILE

BROTHERHOOD OF SLEEPING
CAR PORTERS

Lists

①

A

① A. P. R. Addresses & Speeches

⑥ A. Philip Randolph Personal

④ A. Philip Randolph History

③ A. Philip Randolph Finance

② A. Philip Randolph Articles I

A. Philip Randolph " II

⑦ A. Philip Randolph Speeches

⑤ A. Philip Randolph List

1 Addresses & Speeches
2 APR Articles
Finance
History
List
Personal

Speeches

A I Canceled

2 5 7
3 2

A - z

① Blanchette, A. R.
② Borne, W. H.
③ Bradley, E. J.
④ Brown - T. E
⑤ Dellums, C. L.

① McLaurin, B. F.

② McNeal, T. D.

③ Patterson, T. T.

④ Smith, Bennie, 1949-50

Smith, Bennie, 1951-

⑤ Totten, Ashley

⑥ Webster, Milton, 1949-50

Webster, Milton, 1951-

⑦ Wilds, Bernice

Advertisement

① Africa & Carribean Islands

Agreements - A-~~Ca~~B

Agreements - CH-E ②

3rd Row - [illegible] T

②

A

Agreements - ~~F - J~~ KL

Agreements - ~~K - O~~ M-N-

Agreements - ~~P - T~~ Pullman Company I

Agreements - ~~U - Z~~ " " II

Agreements - ~~Canada~~ " " 1953

S

Agreements - ~~Miscellaneous~~

T-Z

Agreements - ~~Non-Clerical~~

" - Miscellaneous

Agreements ~~- Pullman~~ Non-Clerical

Agreements - Proposals & Counter Proposals ✓

Agreements - Proposals & Counter Proposals - Canada ✓

Agreements - Canada

② American Civil Liberties Union

③ American Committee for Cultural ~~Education~~ Freedom

④ American Federation of Labor

⑤ Appointments

⑥ Atlantic Coast Line Railroad Maids' Case

B

① Black Worker Material

② Brotherhood Pension Plan

③ Brotherhood of Railway Clerks

④ Bulletins I

Bulletins II

C

① Canadian Wage Negotiations

② Car Cleaners - 60

③ Cases of Porters

④ Citizens Union

⑤ Congress of Industrial Organizations

⑥ Congress of Racial Equality

③

C

⑦ Constitution

⑧ Contribution

⑨ Convention I

⑩ Convention II

⑪ Convention 1953

D

① Delson, Levin & Gordon

② Department of Labor

③ Department of Labour - Canada (Contain material on all war agencies in Canada)

④ Dining Car Employees Union

⑤ Discrimination (Contain material on Committee on Discrimination)

E

① Elections - Local Divisions

② Henry Epstein

③ Europe

F

① Federal Council of Churches

② Federal Departments and Congress

③ Fellowship of Reconciliation (Contain material on Committee of Racial Equality - CORE)

④ Financial Report

G

① ~~General Conference~~ Committee - Canada See ~~As~~ Negotiating Comm.

② Green, William

③ Grooms, Claude E.

H

✓ Health Insurance Plan

④

I

India ①

② Int'l. Agreement Committee for Revision of Pullman Agreement

③ Int'l. Executive Board I ~~and II~~ 1951+'52
(Contain: CIO Pullman Porters Organization
Joining Non-Operating Group for 20¢ increase
Railway Employees Department, AFL)

④ Int'l Executive Bd - II 1953-54

⑤ ✓ Invitations

J

✓ Japan

L

① Labor Law

② Labor Law - Canada

③ ~~Labor's League for Political Education~~ See COPE

④ Labor Unions in West Indies and Africa

⑤ Legal Briefs

6 ✓ Legal Documents, Suits, Autopsies

⑦ Letters of Thanks

⑧ Liberal Labor Party

M

① Meany, George

② Memberships

③ Missouri-Kansas-Texas Case

N

✓ NAACP

✓ NAACP Reports and Minutes

✓ National Mediation Board

✓ National Railroad Adjustment Board (material on getting on this Board)

✓ National Religion and Labor Foundation

✓ Negro Education (material on Jew)

⑤

N

Negro History

✓

✓Negro Labor Committee, U.S.A.

✓Negro Leaders

✓Negro Press

✓Newspaper Clipping

✓New World Resettlement (Contain resettlement problem, American Enterprise Assoc.)

✓New York City

✓Non-Clerical Storeroom Employees

O

✓Office Affairs

✓Office Supplies

✓Organization I

✓

Organization II

P

✓Political Parties

✓Porters' Beds

✓Post War World Council

⑤ Press Release (Misc.)

④ Press Release I

Press Release II

⑦ Program, ~~Throw-aways~~, ~~Notices~~ Leaflet, Etc.

⑥ Promised Article

⑧ Publication

⑨ Pullman Company

R

✓Railroad Operation - Department of the Army

④ Railroad Retirement ~~Board~~-Correspondence

② ✓ Railway Labor Act

③ Railway Labor Executives' Association

Recommendation

⑤ Railroad Retirement - Reports

Reports ⑧

⑥ Railway Labor's Political League

Reprints of Articles and Speeches

⑨

⑦ Recommendations

⑥

R

10 Request I

Request II

11 Request for an Appointment

12 Request for an Article

13 Request to Serve

14 Resolution

15 Rosters

S

✓ School & Universities

✓ Socialist Party

✓ Songs and Poems

✓ Southern Organizations and Movements

✓ Speaking Engagements I

Speaking Engagements II

⑥ Speaking Invitation I

Speaking Invitation II

Speaking Invitation III

⑦ Harold Stevens

⑧ Subscription

T

✓ Telegrams

✓ Thomas, Norman

✓ Trade Union Committee for Racial Justice

U

③ Unions

① Unions - A.F. of L.

④ United Nations

⑤ United Transport Service Employes of America

② Union Shop

U

6 Urban League - National and Local

V

7 Veterans

W

✓ Wage + Salary Stabilization Board

✓ White Press

✓ Walter White

✓ Workers Defense League

✓ Workers to be Organized

Y

✓ YMCA

✓ YMCA - National

✓ YWCA

✓ Youth

Z

✓ Zone Conference

TRAIN PORTERS DIVISIONS

✓ Atlantic Coast Line (Florence, S. C.)

✓ Atlantic Coast Line (Richmond, Va.)

✓ Baltimore and Ohio

✓ Canadian National Porters

✓ Central of Georgia

✓ Chesapeake and Ohio

✓ Chicago and Eastern Illinois

✓ Delaware, ~~xxxx~~Lackawanna and Western

✓ Denver Rio Grande

✓ Georgia Railroad

✓ Gulf ~~Mobile~~ mobile and Ohio

✓ Illinois Central

✓ International Great Northern

✓ Missouri-Kansas and Texas

✓ Missouri Pacific

✓ Northern Alberta

✓ St. Louis Southwestern

✓ Salt Lake City

✓ Santa Fe

✓ S. A. L. Injunction Against Union Shop

Seaboard Air Line (Carolina Div.)

✓ Seaboard Air Line (Jacksonville)

Seaboard Air Line (Richmond)

✓ Texas & New Orleans

✓ Texas & Pacific

✓ Union Pacific

✓ Wabash

~~To Be Organized~~

8a

(12)

CANADIAN PACIFIC RAILROAD DIVISIONS

1 Calgary ✓

2 Montreal ✓

3 Toronto ✓

4 Vancouver British Columbia

5 Winnipeg ✓

(6) ✓ C.P.R. Miscellaneous   miscellanious

(8) Hold

(7) Black, M.D. – Temporary organizer for Canadian Pacific

RAILROADS (11)

✓ Alton

✓ Atcheson, Topeka and Santa Fe

✓ Atlantic Coast Line

✓ Baltimore & Ohio

~~Burlington Lines~~

✓ Canadian Pacific

~~Central of Georgia~~

✓ Chesapeake and Ohio

✓ Chicago, Burlington & Quincy

✓ Chicago & Eastern Illinois

✓ Chicago, Milwaukee, St. Paul & Pacific

✓ Chicago & Northwestern

~~Chicago, St. Paul, Minneapolis, & Omaha~~

✓ Delaware, Lackawanna & Western

✓ Denver, Rio Grande

✓ Erie

✓ Fort Worth & Denver City Railway

✓ Georgia Railroad

✓ Gulf, Mobile and Ohio

✓ Illinois Central

✓ International Great Northern

Row ~~[illegible]~~ ③

Kansas City Southern

✓ Lehigh Valley

~~Minneapolis, St. Paul & Sault St. Marie (SOO LINES)~~

✓ Missouri, Kansas, Texas

✓ Missouri Pacific

✓ Northern Alberta Railways

~~Pullman Company~~

✓ Seaboard Air Line Minneapolis, St Paul & Sault St. Marie

✓ SOO Lines –

✓ Southern Pacific

✓ St. Louis Southwestern

✓ Texas & New Orleans Railroad (Southern Pacific Lines

✓ Texas & Pacific

✓ Union Pacific

✓ Wabash Railroad Company

✓ Western Pacific

Committee against Jim Crow under Row 3

under Row ②

NATIONAL COUNCIL FOR A PERMANENT FEPC

Administration & Policy Committee

Bills

Conferences

Contributions

R. R. Church

Executive Committee

Finance

General I

General II

Hedgeman, Ann Arnold

Row ②

Information

List

Publicity

Staff and Field Workers

Current Material on FEPC & Civil Liberties

NATIONAL COUNCIL FOR A PERMANENT FEPC LOCALS

Atlanta, Ga.

Brooklyn, N. Y.

Charleston, S. C.

Chattanooga, Tenn.

Chicago, Ill.

Cincinnati, Ohio

Cleveland, Ohio

Columbus, Ohio

Denver, Colo.

Detroit, Michigan

Durham, N. C.

East St. Louis, Mo.

Houston, Texas

Indianapolis, Ind.

Jacksonville, Fla.

Kansas City, Mo.

Little Rock, Ark.

Los Angeles, Calif.

Louisville, Ky.

Nashville, Tenn.

New Orleans, La.

New York, N. Y.

Omaha, Neb.

Richmond, Va.

Row 4

St. Louis, Mo.

St. Paul, Minn.

Start Inactive

LADIES AUXILIARY DIVISIONS

Albany, N. Y.

Atlanta, Ga.

Boston, Mass.

Buffalo, N. Y.

Calgary, Alberta, Canada

Chicago, Illinois

Cleveland, Ohio

Columbus, Ohio

Dallas, Texas

Denver, Colo.

Detroit, Michigan

El Paso, Texas

Fort Worth, Texas

Houston, Texas

Indianapolis, Ind.

Jacksonville, Fla.

Jersey City, N.J.

Kansas City, Mo.

Little Rock, Ark.

Los Angeles, Calif.

Louisville, Ky.

Memphis, Tenn.

Montreal, Canada

Nashville, Tenn.

New Orleans, La.

New York, N. Y.

Norfolk, Va.

Oakland, Calif.

Oklahoma City, Okla.

Omaha, Neb.

Phila., Pa.

Pittsburgh, Pa.

Portland, Oregon

San Antonio, Texas

Salt Lake City, Utah

Seattle, Wash.

Spokane, Wash.

St. Louis, Missouri

Tampa, Fla.

Toronto, Ontario, Canada

Twin Cities

Washington, D. C.

Winnipeg, Manitoba, Canada

LADIES AUXILIARY

Bulletins

Co-OP

Miscellaneous

Halena Wilson I

Halena Wilson II

Rosina C. Tucker

New Party Material

PROVISIONAL COMMITTEE TO ORGANIZE COLORED LOCOMOTIVE FIREMEN

Advertising

Brotherhood of Locomotive Firemen & Enginemen

Bulletin

James A. Burns

Cases, Grievances and Claims

Conferences - March 1941

Conferences

General Correspondence

Interstate Commerce Committee

Legal Matters

List ~~Lit~~

Literature

Press Release

Programs, Throways, Leaflets

Railroads

Report, Memorandum, Agreements and Resolutions

Report, Memorandum, Agreements and Resolutions

To be Organized

Zettler Clay's Case

New Party Material

DIVISIONS

Albany, Ga.

Atlanta, Ga.

Augusta, Ga.

Birmingham, Ala.

Cedartown, Ga.

Charleston, S. C.

Columbus, Ga.

Columbus, Miss.

Jackson, Tenn.

Jacksonville, Fla.

Macon, Ga.

Meridian, Miss.

Miami, Fla.

Mobile, Ala.

Rocky Mt., N.C.

Sanford, Fla.

Savannah, Ga.

Sumter, S. C.

Tampa, Fla.

Tuscaloosa, Ala.

Waycross, Ga. (Contain material ~~xx~~ Thomasville, Ga.)

CITIZENS COMMITTEE TO SAVE COLORED LOCOMOTIVE FIREMEN JOB 1941-43

Delegation to McNutt

Lincoln Pilgramage

Lists

McNutt Conference

National Citizens Committee

National Citizens Committee, 1941

Press Release

Statements and Telegrams

RAILROADS BY ZONES

Mr. Patterson's Zone

3/1 letter 1. Atlantic Coast Line - Non-Operating

3/1 let 2. Baltimore & Ohio - Non-Operating

3. ~~Central of Georgia - Non-Operating~~

3/1 letter 4. Chesapeake & Ohio - Non-Operating

no letter 5. Delaware, Lackawanna & Western - Non-Operating

6. Erie Railroad - Non-Operating

7. ~~Georgia Railroad - Non-Operating~~ - ~~Don't mention [illegible]~~

8. Lehigh Valley -Non-Operating

9. ~~Seaboard Air Line - Non-Operating~~

10. Pullman Co - Non Operating

6 railroads

9 railroads

Mr. Webster's Zone

1. ~~Alton~~ - Non-Operating

no letter 2. Atchison, Topeka & Santa Fe
Chair Car Attendants - Non Operating x
Porter-Brakemen - Operating - (Except on Coast Line - R D Shelton, mgr)

Letter mon 7 3. Chicago Burlington & Quincy - Non-Operating x

4. Chicago & Eastern Illinois - Non-Operating x

Soo letter 5. Chicago, Milwaukee, St. Paul & Pacific - Non-Operating x

6. Chicago & North Western - Non-Operating x

7. Denver & Rio Grande - Non-Operating x

Soo letter 8. Minneapolis, St. Paul & Sault Ste. Marie - SOO LINE - Non-Operating x

Pullman Co basis 3/1 9. Union Pacific - Non-Operating

10. Gulf, Mobile & Ohio - Non-operating

Mr. Dellums' Zone

no letter 1. Southern Pacific - Non-Operating

no letter 2. Western Pacific - Non-Operating

2 railroads

Mr. McNeal's Zone

✓ 1. Fort Worth & Denver ~~City~~ - Non-Operating ✓

✓ 2. ~~Gulf, Mobile & Ohio - Non-Operating~~ ✓

Mail Clks 3. Illinois Central - Non-Operating ✓

4. Kansas City Southern ✓ - Operating ✓ T.P

5. Missouri-Kansas-Texas ✓ - Operating ✓ T.P —

6. Missouri Pacific ✓ - Operating ✓ T.P

7. St. Louis Southwestern ✓ - Operating ✓ T.P —

8. Texas & New Orleans -Operating ✓ T.P

9. Texas & Pacific ✓ - Operating ✓ Train & Chair Carporters

10. Wabash - Non-Operating

11. International Great Northern ✓ - Operating ✓

9 problems

Mr. Smith's Zone

1. Canadian Pacific Railroad

2. Northern Alberta Railways

2 problems

RAILROADS

EASTERN ZONE

-NO- W. S. Baker
Assistant Vice-President
ATLANTIC COAST LINE RAILROAD COMPANY
Wilmington, North Carolina

-NO- R. L. Harvey
Manager, Labor Relations
THE BALTIMORE AND OHIO RAILROAD COMPANY
Baltimore 1, Maryland

-NO- B. B. Bryant
Assistant Vice President-Labor Relations
THE CHESAPEAKE AND OHIO RAILWAY COMPANY
Richmond 10, Virginia

-NO- F. Diegtel
Assistant General Manager
THE DELAWARE, LACKAWANNA AND
WESTERN RAILROAD COMPANY
140 Cedar Street
New York 6, New York

-NO- G. C. White
Assistant Vice President
ERIE RAILROAD COMPANY
Midland Building
Cleveland 15, Ohio

-NO- C. L. Wagner
Chief of Personnel
LEHIGH VALLEY RAILROAD COMPANY
143 Liberty Street
New York 6, New York

CHICAGO ZONE

-O- J. N. Landreth
General Manager-Eastern Lines
THE ATCHISON, TOPEKA AND SANTA FE
RAILWAY COMPANY
Ninth and Jackson Streets
Topeka, Kansas

-O- G. R. Buchanan
General Manager, Western Lines
THE ATCHISON, TOPEKA AND SANTA FE
RAILWAY COMPANY
Ningh and Polk Streets
Amarillo, Texas

CHICAGO ZONE (con't.)

-NO- R. D. Shelton
General Manager-Coast Lines
THE ATCHISON, TOPEKA AND SANTA FE
RAILWAY COMPANY
121 East Sixth Street
Los Angeles, California

-O- G. R. Buchanan
Vice President and General Manager
PANHANDLE AND SANTA FE RAILWAY COMPANY
Ninth and Polk Streets
Amarillo, Texas

-O- L. M. Olson
Vice President and General Manager
GULF, COLORADO AND SANTA FE
RAILWAY COMPANY
Union Station Building
Galveston, Texas

-NO- J. E. Wolfe
Assistant Vice President-Labor Relations
BURLINGTON LINES
547 West Jackson Boulevard
Chicago 6, Illinois

-NO- G. E. Morgan
Chief Personnel Officer
CHICAGO & EASTERN ILLINOIS RAILROAD
332 South Michigan Avenue
Chicago 4, Illinois

-NO- C. F. Downing
Assistant to Vice President
CHICAGO, MILWAUKEE, ST. PAUL AND
PACIFIC RAILROAD COMPANY
716 Union Station Building
Chicago 6, Illinois

-NO- T. M. Van Patten
Director of Personnel
CHICAGO AND NORTH WESTERN RAILWAY SYSTEM
400 West Madison Street
Chicago 6, Illinois

CHICAGO ZONE (con't.)

-NO- E. B. Herdman
Director of Personnel
THE DENVER AND RIO GRANDE
WESTERN RAILROAD COMPANY
P. O. Box 5482
Denver 17, Colorado

-NO- G. P. Brock
Executive Vice-President and General Manager
GULF, MOBILE AND OHIO RAILROAD COMPANY
Mobile 5, Alabama

-NO- W. G. Anderson, Manager
SOO LINE RAILROAD
First National Soo Line Building
Minneapolis 2, Minnesota

-NO- E. H. Bailey
General Manager, Eastern District
UNION PACIFIC RAILROAD COMPANY
1416 Dodge Street
Omaha 2, Nebraska

PACIFIC COAST ZONE

-NO- K. K. Schomp
Manager of Personnel
SOUTHERN PACIFIC COMPANY
65 Market Street
San Francisco 5, California

-NO- W. A. Tussey
Assistant to General Manager -
Labor Relations
THE WESTERN PACIFIC RAILROAD COMPANY
526 Mission Street
San Francisco 5, California

DETROIT-PITTSBURGH ZONE
(Canadian Railroads)

T. P. James, Manager
CANADIAN PACIFIC RAILWAY COMPANY
Montreal 3, Quebec, Canada

J. F. Cooper, General Manager
NORTHERN ALBERTA RAILWAYS COMPANY
Edmonton, Alberta, Canada

ST. LOUIS-SOUTHWESTERN ZONE

-NO- C. W. Ruffner
Assistant to General Manager
FORT WORTH AND DENVER RAILWAY COMPANY
Fort Worth, Texas

-NO- R. E. Lorentz
Manager of Personnel
ILLINOIS CENTRAL RAILROAD
135 East Eleventh Place
Chicago 5, Illinois

-O- T. Short
Chief Personnel Officer
MISSOURI PACIFIC LINES
St. Louis 3, Missouri

-O- R. P. Love
Assistant Chief Personnel Officer
INTERNATIONAL GREAT NORTHERN RAILWAY CO.
Palestine, Texas

-O- D. E. Farrar
Assistant to President
THE KANSAS CITY SOUTHERN RAILWAY COMPANY
Kansas City 5, Missouri

-O- A. F. Winkel, Assistant General Manager
MISSOURI-KANSAS-TEXAS RAILROAD COMPANY
Dallas 2, Texas

-O- L. C. Albert, Manager
Department of Personnel
ST. LOUIS, SOUTHWESTERN RAILWAY LINES
Tyler, Texas

-O- E. B. Kvsh, Manager
Department of Personnel
TEXAS AND NEW ORLEANS RAILROAD COMPANY
Houston 1, Texas

-O- G. R. French, Director of Personnel
THE TEXAS AND PACIFIC RAILWAY COMPANY
Texas and Pacific Building
Dallas 2, Texas

-NO- C. A. Johnston
Vice President and General Manager
WABASH RAILROAD COMPANY
Railway Exchange Building
St. Louis 1, Missouri

-NO- F. J. Boeckelman
Manager, Employe Relations
THE PULLMAN COMPANY
Merchandise Mart Plaza
Chicago 54, Illinois

STATEMENT By: A.P. Randolph

A

A. Philip Randolph Addresses & Speeches - 1

A. Philip Randolph Addresses & Speeches - 2

A. Philip Randolph Articles

A. Philip Randolph Finance

A. Philip Randolph History

A. Philip Randolph List

A. Philip Randolph Personal

A-Z

Blanchette, A. R.

Booker, A. V.

Bowe, W. H.

Bradley, E. J.

Brown, T. E.

Dellums, C. L.

McLaurin, B.F.

McNeal, T. D.

Patterson, T. T.

Smith, Bennie

Totten, Ashley L.

Webster, Milton - 2

Wilds, Bernice

AFL-CIO
AFL-CIO EXecutive Council
Advertisement

Africa

American Civil Liberties Union

American Committee for Cultural Freedom

American Federation of Labor

Atlantic Coast Line Railroad Maid's Case

B

Black Worker Material

Brotherhood Pension Plan

Bulletins

C

Caribbean Islands

Cases of Porters

Citizens Union

Congress of Industrial Organizations

Congress of Racial Equality

Conference of National Organizations

Constitutions

Contributions

Convention 1953

" 1956

D

Delson, Levin & Gordon

Department of Labor - Canada (contains material on all war agencies in Canada)

Dining Car Employees Union

E

Elections - Local Divisions

Epstein, Henry

Europe

F

Fellowship of Reconciliation (Contain material on Committee of Racial Equality)

Financial Reports - 1

Financial Reports - 2

G

General Chairman's Association - Canada

General Conférence Committee - Canada

H

Health Insurance Plan

I

India

Int'l. Executive Board - 1 1951-1952

Int'l. Executive Board - 2 1953-1955

Invitations - 1

Invitations - 2

J

Japan

Jones, H. E.

L

Labor Law

Labor Law - Canada

Leabor's League for Political Education

Labor Unions in West Indies and Africa

Legal Briefs - 1

Legal Briefs - 2

Legal Fees, Payments, Etc.

Legal Material, Correspondence, Etc.

Letter of Thanks

M

Meany, George

Memberships

Miscellaneous

Missouri-Kansas-Texas Case

N

NAACP

NAACP Reports and Minutes

National Mediation Board

National Railroad Adjustment Board

National Religion and Labor Foundation

Negro Education (material on Jew)

Negro History

Negro Labor Committee

Negro Leaders

Negro Press

New York City

O

Office Affairs

Office Supplies

Organizations

P

Political Parties

Porters Beds

Post War World Council

Press Releases (Misc)
Press Releases

P

Programs, Leaflets, Etc.

Publication

Publicity

R

Railroad Operation - Department of the Army

Railway Labor Act

Railway Labor Executives' Association (correspondence)

Railway Labor Executives' Association (Reports)

Railroad Retirement - Correspondence

Railroad Retirement - Reports

Railway Labor's Political League

Recommendations

Reports - 1

Reports - 2

Reprints of Articles and Speeches

Requests - 1

Requests - 2

Reguest for an Appointment

Request for an Article

Request to Serve

Resolutions

Rosters

S

Schools & Universities

Socialist Party

Songs and Peoms

Southern Organizations and Movements

Speaking Engagements

Speaking Invitations

Stevens, Harold

Subscriptions

T

Telegrams

Thomas, Norman

Trades and Labor Congress - Canada

Trade Union Committee for Racial Justice - 1

Trade Union Committee for Racial Justice - 2

U

Unions

Union Shop

United Nations

United Transport Service Employes of America

Urban League - National and Local

U. S. Agencies

U. S. Congress

U. S. Department of Labor

U. S. President

U. S. Senate

W

White Citizens Council

White Press

Wilkins, Roy

Workers Defence League

Workers to Be Organized

Z

Zone Conferences

BROTHERHOOD DIVISIONS

Albany, N. Y.

Asheville, N. C.

Atlanta, Ga.

Augusta, Ga.

Baltimore, Md.

Birmingham, Ala.

Boston, Mass.

Buffalo, N. Y.

Charleston - Savannah

Chattanooga, Tennessee

Chicago, Illinois

Cincinnatti, Ohio

Cleveland, Ohio

Dallas, Texas

Denver, Colorado

Detroit, Michigan

El Paso, Texas

Houston, Texas

Indianapolis, Indiana

Jacksonville, Fla.

Jersey City, N. J.

Kansas City

Little Rock, Arkansas

Los Angeles, California

Louisville, Kentucky

Memphis, Tennessee

Mobile, Ala.

Montreal, Canada
Montgomery, Ala.
Nashville, Tennessee
New Orleans, La.
New York, N. Y.
Norfolk, Va.
Oakland, California
Oklahoma City, Okla.
Omaha, Nebraska
Philadelphia, Penn.
Portland, Oregon
Richmond, Va.
Salt Lake City, Utah
San Antonio, Texas
Seattle, Washington
Shrevesport, Louisianna
Spokane, Washington
St. Louis, Missouri
St. Paul, Minnesota
Tampa, Florida
Toronto, Canada
Washington, D. C.

TRAIN PORTER DIVISIONS

Atlantic Coast Line

Baltimore & Ohio

Central of Georgia

Chesapeake & Ohio

Chicato & Eastern

Chicago, Burlington & Quincy

Delaware, Lackawanna & Western

Denver Rio Grande

Georgia Railroad

Gulf, Mobile & Ohio

Illinois Central

International Great Northern

Missouri-Kansas & Texas

Missouri Pacific

Northern Alberta

Sante Fe

St. Louis Southwestern

Seaboard Air Line

S.A.L.- Injunction Agaisnt Union Shop

Texas & New Orleans (Southern Pacific)

Texas & Pacific

Union Pacific

Wabash Railroad

CANADIAN DIVISIONS

Calgary

Edmonton

Montreal (CPR) - 1

Montreal (CPR) - 2

Toronto (CPR)

Vancouver, B. C.

Winnipeg

Dash, M. D.

Miscellaneous CPR

Canadian Wage Negotiations

RAILROADS

Alton

Atchison, Topeka andSanta Fe -1

Atchison, Topeka and Sante Fe -2

Atlantic Coast Line - 1

Atlantic Coast Line - 2

Baltimore & Ohio

Burlington Lines (Chicago, Burlington & Quincy)

Canadian Pacific - 1

Canadian Pacific - 2

Central of Georgia

Chesapeake and Ohio

Chicago & Eastern Illinois

Chicago, Milwaukee, St. Paul & Pacific

Chicago and Northwestern

Delaware, Lackawanna & Western

Denver Rio Grande Western

Erie

Fort Worth & Denver

Georgia Railroad

Gulf, Mobile and Ohio

Illinois Central - 1

Illinois Central - 2

International Great Northern

Kansas City Southern

Lehigh Valley

Missouri-Kansas & Texas

Missouri Pacific

Northern Albert Railways

Pullman Company

Seaboard Air Line

SOO Lines - Minneapolis, St. Paul & Sault St. Marie

Southern Pacific

St. Louis Southwestern

Texas & New Orleans Railroad

Texas & Pacific

Union Pacific

Wabash Railroad Company

Western Pacific

AGREEMENTS

Agreements listed same as railroads

Agreements - Miscellaneous

Agreements - Non-Clerical

Agreements - Proposals & Counter Proposals

Agreements - Proposals & Counter Proposals - CPR

LOCAL COUNCILS F.E.P.C.

Atlanta, Ga.

Brooklyn, N, Y.

Charleston, S. C.

Chattanooga, Tenn.

Chicago, Illinois

Cincinnati, Ohio

Cleveland, Ohio

Columbus, Ohio

Denver, Colorado

Detroit, Mich.

Durham, N. C.

East St. Louis

El Paso, Texas

Houston, Texas

Indianapolis, Indianna

Jacksonville, Fla.

Kansas, Missouri

Little Rock Ark.

Los Angeles, Cal.

Louisville, Kentucky

Miami, Florida

Nashville, Tenn.

New Orleans, La.

Staff & Field Workers

New York, N. Y.

Oklahoma City, Okla.

Omaha, Nebraska

Richmond, Va.

Salt Lake City, Utah

St. Louis, Missouri

St. Paul, Minn.

Seattle, Washington

Tampa, Florida

Tuscon, Arizona

Vallejo, Calif.

Washington, D. C.

Wichita, Kansas

Topeka, Kansas

LADIES AUXILLARY DIVISIONS

Albany, N. Y.

Atlanta, Ga.

Baltimore, Md.

Boston, Mass

Buffalo, N. Y.

Calgary, Alberta, Canada

Chicago, Illinois

Clevelamd, Ohio

Dallas, Texas

Denver, Colorado

Detroit, Mich.

El Paso, Texas

Fort Worth, Texas

Houston, Texas

Indianapolis, Indianna

Jacksonville, Florida

Jersey City, N. J.
Kansas City, Kansas
Little Rock, Arkansas
Los Angeles, Calif.
Louisville, Kentucky
Memphis, Tenn.
Montgomery, Ala.
Montreal, Canada
Nashville, Tenn.
New Orleans, La.
New York, N. Y.
Norfolk, Va.
Oakland, Calif.
Oklahoma, Nebraska
Pittsburgh, Pa.
Portland, Oregon
San Antonio, Texas
Salt Lake City, Utah
Seattle, Washington
Spokane, Washington
St. Louis, Missouri
Tampa, Florida
Toronto, Canada
Twin Cities
Washington, D. C.
Winnipeg, Canada
Bulletins Co-Op
Rosina Tucker
Halena Wislon
Miscellaneous

COLORED LOCOMOTIVE FIREMEN

Advertising

Burnas, James A.

Bulletins

Cases, Grievances and Claims

Conferences

Conference March 1941

General Correspondence

Interstate Commerce Commission

Lists

Literature

Press Releases

Programs, Throways, Leaflets

Reports, Memoranda, Agreements and Resolutions I

Reports, Memoranda, Agreements and Resolutions II

Railroads

Zettler Clay Case

To Be Organized

Lincoln Pilgrimage

Lists

Delegation to McNutt

McNutt Conference

Press Release

National Citizens Committee 1941-1

National Citizens Committee II

Statements & Telegrams

LA- Ashville, N. C.

Atlanta, Ga.

Augusta, Ga.

Birmingham, Ala.

Cedartown, Ga.
Charleston, S. C.
Columbus, Miss.
Florence, S. C.
Jackson, Tenn.
Jacksonville, Florida
Lakeland, Florida
Macon, Ga.
Meridan, Miss.
Miami, Florida
Mobile, Ala.
CFL Richmond, Va.
Rocky Mt., N. C.
Sanford, Florida
Savannah, Ga.
Sumter, S. C.
Tampa, Florida
Thomasville, Ga.
Tuscaloosa, Ala.
Waycross, Ga.
Wilmington, N. C.
New Party Material

RAILROADS BY ZONES

Mr. Patterson's Zone

1. Atlantic Coast Line - Non-Operating
2. Baltimore & Ohio - Non-Operating
3. Chesapeake & Ohio - Non-Operating
4. Delaware, Lackawanna & Western - Non-Operating
5. Erie Railroad - Non-Operating
6. Lehigh Valley - Non-Operating

Mr. Webster's Zone

1. Atchison, Topeak & Santa Fe
   Chair Car Attendants - Non-Operating
   Porter-Brakemen - Operating
2. Burlington (Chicago & Quincy) - Non-Operating
3. Chicago & Eastern Illinois - Non-Operating
4. Chicago, Milwaukee, St. Paul & Pacific - Non-Operating
5. Chicago & North Western - Non-Operating
6. Denver & Rio Grande - Non-Operating
7. Soo Line - Minneapolis, St. Paul & Sault St. Marie - Non-Operating
8. Union Pacific - Non-Operating
9. Gulf, Mobile & Ohio - Non-Operating

Mr. Dellum's Zone

1. Southern Pacific - Non-Operating
2. Western Pacific - Non-Operating

Mr. McNeal's Zone

1. Fort Worth & Denver City - Non-Operating
2. Illinois Central - Non-Operating
3. Kansas City Southern - Operating ✓
4. Missouri-Kansas-Texas - Operating
5. Missouri Pacific - Operating ✓
6. St. Louis Southwestern - Operating ✓
7. Texas & New Orleans - Operating ✓
8. Texas & Pacific - Operating
9. Wabash - Non-Operating
10. International Great Northern - Operating

Mr. Smith's Zone

1. Canadian Pacific Railroad
2. Northern Alberta Railways

ASA PHILIP RANDOLPH SUBJECT FILE

BROTHERHOOD OF SLEEPING
CAR PORTERS
Local Divisions
Pullman--Lists

1959-69

OFFICERS

OF THE LOCAL DIVISIONS OF

THE BROTHERHOOD OF SLEEPING CAR PORTERS
TRAIN PORTERS
and
COLORED LOCOMOTIVE FIREMEN

As of: June, 1943

BROTHERHOOD DIVISIONS (PULLMAN)

DIVISION	PRESIDENT	SECRETARY*TREASURER
Albany, New York	Osmond Cole 167 Sheridan Avenue	Morgan C. Williams 18 Ten Broeck Place
Asheville, N. C.	J. H. Hunter 219 South Side Avenue	J. I. Johnson 49 Beech Street
Atlanta, Georgia	Thomas W. Culpepper 147 Ashby Street, S. W.	M. F. Chappell 885 Thurmond Street, N. W. H.Q.: 579½ Tatnall St. S.W.
Augusta, Georgia	W. J. Thompson 1101 Pine Street	A. R. Johnson 1311-12th Street
Baltimore, Md.	J. W. Tate 1217 E. Preston St.	J. C. Whitaker 320 N. Calhoun Street
Birmingham, Ala.	Robert Watkins 109 - 6th Ave. North	Frank Howard 1237 4th Street - N.
Boston, Mass.	J. L. Williams 89 Jerome St. W. Medford	S. Haskins 528 Mass. Avenue (H.Q.)
Buffalo, New York	B. Woodson 325 Jefferson Avenue	Otis H. Thomas 350 Jefferson Street
Charleston, S. C.	James R. Graves 35 Percy Street	A. M. McCottry 35 Percy Street
Chattanooga, Tenn.	M. Moore 1201½ Grove Street	S. Wood 805 Magnolia Street
Chicago, Ill.	Milton P. Webester 4231 S. Michigan Ave.	Ernest Smith 4231 S. Michigan Ave.
Cincinnati, Ohio	A. T. Hubbard 942 Churchill Street	W. C. Lee R.R. #2 Covered Bridge Rd. Mt. Healthy, Ohio H.Q.: 1115 Hopkins St. Cinti.
Cleveland, Ohio	C. S. Wells 3798 E. 146th Street	G. M. Harris 2565 E. 40th Street, #142 H.Q.: 8311 Quincy Avenue
Columbus, Ohio	M. Robinson 1145 Hildreth Avenue	R. H. Latimer 455½ Taylor Avenue
Dallas, Texas	D. D. Dorsey 2235 Dathe	G. C. Rawlston 2912 Flora Street
Denver, Colorado	Berry J. Slater 4031 S. Elati Street Englewood, Colorado	J. R. Benoit 2740 Williams Street

BROTHERHOOD DIVISIONS (PULLMAN)(Cont'd)

DIVISION	PRESIDENT	SECRETARY-TREASURER
Detroit, Michigan	S. J. Whitaker 5700 Wesson Avenue	Bennie Smith 1308 Broadway, Room 305
El Paso, Texas	D. Gordon 417 Esterella Street	J. C. Martin 1301 E. San Antonio St.
Fort Worth, Texas	F. Ragsdale 609 Kerrigan Street	Allen Green 1216 E. Terrell Ave
Houston, Texas	J. W. Jackson 1515 Waco Street	J. J. Myers 4614 Chisom Street
Indianapolis, Ind.	E. Dickerson 1345 Wade Street	C. H. Allen 2514 Highland Street
Jacksonville, Fla.	S. L. Bennett 2040 Mt. Herman Street	Andrew Burwell 823 Davis Street, Room 10
Jersey City, N. J.	C. H. Daniels 195 Union Avenue	M. F. Cunningham 432 Jackson Avenue
Kansas City, Kansas	R. Norman 625 Parallel Avenue	D. H. Dobbins 2438 Euclid Ave, Kansas City, Missouri H.Q: 1832 Paseo St. "
Little Rock, Ark.	A. L. Bell 3020 State Street	J. C. Gray 1516 Bishop Street
Los Angeles, Calif.	Harry L. Armstrong 1461 E. 22nd Street	Oscar Soares 1208 East 20th Street
Louisville, Kentucky	A. Chatman 542 South 21st Street	J. B. Hughes 156 N. Charlton Ave
Memphis, Tennessee	F. A. Goffman 1474 Felix Avenue	Charles Cooper 801 Cella Street
Montreal, Canada	H. P. Smith 4121 St. James Street	Victor I. Coward 3781 Notre Dame St. W.
Montgomery, Ala.	E. D. Nixon 54 Mill Street	E. J. Speigner 244 W. Jefferson-Davies St.
Nashville, Tenn.	L. T. Holt 1006 16th Street, N.	William Royster 1612 Jefferson Avenue
New Orleans, La.	G. C. Garran 1303 S. Genois Street	C. M. Lester 2322 Soniat Street H.Q.: 227½ South Rampart St.
New York City	A. Philip Randolph 217 West 125th Street	Ashley L. Totten 217 West 125th Street

BROTHERHOOD DIVISIONS (PULLMAN) (Cont'd)

DIVISIONS	PRESIDENT	SECRETARY-TREASURER
Norfolk, Va.	W. Sharp 1311 London Street Portsmouth, Va.	J. Moffatt 2529 Middle Street
Oakland, California	C. L. Dellums 1716 Seventh Street	C. L. Dellums 1716 Seventh Street
Oklahoma City, Okla.	H. C. Clardy 831 N. E. 5th Street	A. Stewart 718 N.E. 4th Street
Omaha, Nebraska	S. W. Towles 2621 Wirt Street	Taylor Murrell 2313 Steward St. Plaza
Philadelphia, Pa.	L. S. Faulkner 4684 Mulberry St. Franksford, Pa.	E. L. Wilson 2014 Berks Street
Pittsburgh, Pa.	M. H. Henry 7311 Upland Street	W. J. Thomas 1126 Wheeler Street
Portland, Oregon	B. Johns 804 N. Graham Street	A. A. Askey 413 N. W. 6th Avenue
Richmond, Va.	W. J. Monroe 811 St. Paul Street	W. B. McNeill 914 N. 5th Street
Salt Lake City, Utah	E. Dumas 252 Poplar Court	F. T. Parker 347 S. W. 8th Street
San Antonio, Texas	N. L. Flaggs 113 Carter Street	J. B. Caviness 907 Iowa Street
Savannah, Georgia	J. A. Leake 529 Charles Street	H. Skipper 821 Rockefeller St.
Seattle, Washington	Lacey L. Lewis 1735 24th Avenue	B. E. Squires 326 Railway Exchange Bldg.
Shreveport, La.	Henry Martin 1743 Winestock Street	L. B. Wilson 258 Webster Street
Spokane, Washington	J. J. Johnson 4408 N. Post Street	J. W. Strong 435 South Pine Street
St. Louis, Missouri	E. J. Bradley 11 North Jefferson St.	T. D. McNeal 11 North Jefferson
Tampa, Florida	M. Gregory 2624 29th Avenue	J. Jackson 916 Second Avenue
Toronto, Canada	P. O. Bellamy 260 Bellwood Avenue	B. Carrington 303 Dover Court, R.D. H.Q.: 355 UNIA Hall College Street

BROTHERHOOD DIVISIONS (PULLMAN) (Cont'd)

DIVISION	PRESIDENT	SECRETARY-TREASURER
Twin Cities	A. R. North 485 Rondo St., St. Paul	Frank Boyd 443 Mackubin St. St. Paul
Washington, D. C.	W. S. Anderson 724 Columbia Road, N.W.	J. E. Clayborne 1812 9th Street, N. W.

BROTHERHOOD DIVISIONS (SLEEPING CAR)

DIVISION	PRESIDENT	SECRETARY-TREASURER
Calgary, Alberta Canadian Pacific	E. S. R. Bellamy 429 A 8th Avenue E.	P. T. Clay 429 A 8th Avenue E.
Montreal, Quebec Canadian Pacific	Joe Jones 720 Versailles Street	V. I. Coward 3781 Notre Dame St. W.
Toronto, Ontario Canadian Pacific	V. I. Petgrave 49 Denison Avenue	L. Cromwell 189 Oakcrest Street
Vancouver, B. C. Canadian Pacific	F. C. Collins R.R. #4, New Westminister, B.C.	Ernest Lawrence 1262 Granville Street
Winnipeg, Manitoba Canadian Pacific	J. C. Wilson 795 Main Street	A. R. Blanchette 221 Selkirk Avenue

TRAIN PORTERS' DIVISION

	LOCAL	PRESIDENT	SECRETARY-TREASURER
#1	Jacksonville, Fla. Seaboard Air Line	A. Watson 2517 First Avenue Tampa, Fla.	G. A. Lyons 1165 West 9th Street
#2	Fort Worth Texas Texas & Pacific	Perry Hollins 1500 New York Ave.	Lewis Williams 906 Irma Street
#2	Texarkana, Ark. St. Louis, Southwestern	William Heintz 708 E. Washington St. Jonesboro, Arkansas	W. E. Scott 216 East 11 St.
#3	Denison, Texas Missouri, Kansas & Texas	William P. Orr 423 S. 23rd St. Parsons, Kan.	A. F. Walker 615 W. Walker Street Denison, Texas
#4	Memphis, Tennessee Illinois Central	Cast Holmes 1228 S. Genois St. New Orleans, La.	T. W. Twigg 985 Manassas St. Memphis, Tenn.
#5	Little Rock, Ark Missouri Pacific	St. Clair Crutcher 110 Oak Street - N.	F. D. Joplin 1303 Cross Street
#6	Richmond, Va. Atlantic Coast Line	E. Burleigh 411 A. E. Jackson St.	George C. McNair 1245 W. Cary Street
#8	Salt Lake City, Utah	H. Dumas 252 Poplar Court	F. T. Parker 347 S. W. 8th Street
#9	San Antonio, Texas International Great Northern	William Fields 516 Iowa Street-	Roy W. Ross 451 Menchacha Street
#10	Kansas City, Mo. Sante Fe	Rolean Fleming 4320 Broadway	Rolean Fleming 4320 Broadway
#11	Omaha, Nebraska Union Pacific	T. S. Phillips 2874 Corby Street	T. S. Phillips 2874 Corby Street
	Winslow, Arizona Atcheson, Topeka & Santa Fe Rr.		George C. Murdock 405 E. 4th Street
	Mobile, Alabama Gulf, Mobile & Ohio R. R.		Walter Alexander 3941 Erato Street New Orleans, La.
	Baltimore, Md. Baltimore & Ohio	George I. Briscoe 813 Edmondson Avenue	John Brown 632 N. Arlington Ave.
	Montgomery, Alabama Louisville & Nashville	Dave Ardis 617 Houston St	E. Davie 39 Mill Street

TRAIN PORTERS' DIVISION Cont'd

LOCAL	PRESIDENT	SECRETARY-TREASURER
Florence, S. C. Atlantic Coast Line		A. L. Green 219 So. Ravenal Street
Huntington, W. Va. Ches. & Ohio	C. A. Batts 1745 Dalton Avenue	A. L. Payne 537 Gresham Pl. N. W. Washington, D. C.

OFFICERS

COLORED LOCOMOTIVE FIREMEN

Augusta, Ga.

Sam Devoe, Chairman
1588 Linden Street

Junior Chisom, Vice Chairman
1629 McCay Street

Ben Rhodes, Secretary
1349 11th Street

John H. Luke, Treasurer
1502 Picquet Avenue

John Maxwell Basket
1025 Robert Street

Birmingham, Ala.

Joe Boston, 2nd Vice-Pres.
234-5 Court W.

A. E. Cheatham, Secretary
128 Sixth Avenue, N.

Charles Lockett, Treasurer
1133 2nd Street

Cedartown, Ga.

A. W. Douglas, Secy-Treas.
123 Cedarhill Street

Charleston, S. C.

Mose Maxwell, Secy-Treas.
65 South Street

Jacksonville, Fla.

John Melvin, Secy-Treas.
1075 Kings Road

Macon, Ga.

Curtis Washington
536 Calhoun Street

A. L. Thomas, Secy-Treas.
247 Dempsey Avenue

Mobile, Ala.

Dred Montgomery, Secy-Treas.
1702 Green Street
Selma, Alabama

Miami, Fla.

Joe Munlin, Secy-Treas.
6878 N. W. 14th Avenue

Meridan, Miss.

George Sams, President
629 37th Avenue

James Harris, Secy.
3013 11th Street

Savannah, Ga.

B. T. Snowden, Chairman
1019 E. Broad Street

R. L. Murray, Secy-Treas.
750 E. Bolten Street

Sumter, S. C.

Wheeler Bates, Secy-Treas.
567 Sumter Street

Tampa, Fla.

J. W. Daniels, Secy-Treas.
1208 Estelle Street

OFFICERS

COLORED LOCOMOTIVE FIREMEN
(Cont'd)

Sanford, Florida

James Minott
Box 556

Tuscaloosa, Ala.

W. H. Oliver, Secy-Treas.
806 37th Avenue

Waycross, Ga.

Dolly Robinson, Secy-Treas.
212 Glass Street

Rocky Mount, N. C.

H. A. Dawson, Secy-Treas.
805 S. Grace Street

E. C. Mitchell, Pres.
1431 W 13 St
Jacksonville, Fla.

July 15 - 889.10
July 22 -165.00
724.10
July 29 - 165.00
559.10
Aug 1 - -215.05
344.05
Aug 3 547.02
891.07
Aug 5 - 165.00
726.07
Aug 12 - 165.00
561.07
Aug 19 - 165.00
396.07

APR

Augusta, G.
T. B. LaMan
167 Renner Ave
Newark, N.J

OCT 1 1959

BSCP DIVISIONS - PULLMAN

	DIVISION	PRESIDENT	SECRETARY-TREASURER
McL	ASHEVILLE, N. C.	Benjamin Dixon ✓ 153 Burton St. W. Asheville, N.C.	✓ Harold F. Burton 20 East Lane Asheville, N. C.
McL	ATLANTA, GA.	Thomas W. Culpepper ✓ 942 Parsons St., S.W. Atlanta ~~14~~, Ga. 30314 Plaza 3-8233	H. B. McConnell ~~J. C. McFarlin~~ ✓ ~~277 Simons~~ Terrace, N.W. Atlanta ~~18~~ 15, Ga. 30315 267 BOWEN CIRCLE, SW Apt #3
McL	BALTIMORE, MD.	✓ Troy Brailey - SEC-TREAS. 2405 Baker St. ✓ Baltimore, Md. LAFAYETTE 3-5205	J. R. Merritt - PRES. ✓ 1416 Rosedale St. Baltimore, Md.
McL	BIRMINGHAM, ALA. ✓	Willie Richardson 5421 Avenue H ✓ Birmingham 8, Ala. Tel. 6-0550	Frank Howard ✓ 1237 Fourth St., N. Birmingham 4, Ala. Tel. 7-4681
McL	BOSTON, MASS.	~~Frank Powell~~ HE Holley 7/62 ~~421 Warren St.~~ ~~Roxborough, Mass.~~ ✓ 161 W. SPRINGFIELD BOSTON, MASS	~~George Bingham~~ ✓ ~~91 Alpine St.~~ Cambridge, Mass. W.A. BORDETTE 217 W SPRINGFIELD ST BOSTON, MASS
McL	BUFFALO, N. Y.	✓ John A. Coston 94 Krettner	✓ R. Vaughn ~~461 E. Utica St.~~ 50 Kingsley ST Buffalo, N. Y.
MPN**	CHICAGO, ILL. 3947 Drexel Blvd. Chicago 53, Ill. Kenwood 8-3100	~~M. P. Webster~~ L. J. SHACKELFORD, Jr. **	✓ ~~Manuel Kyle~~ ~~L. J. Shackelford, Jr~~ **
BS	CINCINNATI, OHIO 861-4958	G. G. Bea 3512 BELDAIRE Ave ✓ ~~416 Elizabeth St.~~ Cincinnati, Ohio 45229	Eddie Carter ✓ ~~1553 Blair Ave.~~ 1918 KINNE Ave. 4 Cincinnati, Ohio
BS	CLEVELAND, OHIO	✓ C. S. Wells 1523 East Boulevard Cleveland, Ohio	✓ T. Redmond 1479 E. 116 St. Cleveland, Ohio
McN	DALLAS, TEXAS	G. C. Rawlston ✓ ~~8831 Preston Road~~ ~~Dallas 25, Texas~~ Emerson 3-2858	✓ J. Taylor 1616 S. Haskell Ave. Dallas, Texas Taylor 3-4413

(8)

** Headquarters

2435 Birmingham Ave
DALLAS 15, TEXAS
HAMILTON-1-9039

BSCP DIVISIONS - PULLMAN

DIVISION	PRESIDENT	SECRETARY-TREASURER
wer DENVER, COLO.	Hayward Doyle 2830 Vine St. Denver, Colo.	✓ Walter Jones 2847 Glenarm St. Denver, Colo.
BS DETROIT, MICH. ** 1308 Broadway Woodward 1-5695		Bennie Smith * *
MCN EL PASO, TEXAS X	H. L. Norris 3107 E. Missouri St. El Paso, Texas	A. Walton ~~5620 Bailey St.~~ 3308 Rivera St. El Paso, Texas
MCN FORT WORTH, TEX.	W. L. Thomas 953 E. Terrell Ave. Fort Worth, Tex.	Allen Green 1216 E. Terrell Ave. Fort Worth, Tex.
MCN HOUSTON, TEX.	T. H. McGowan 3318 Simmons St. Houston, Tex Preston-5554	~~George Gibson~~ C L Smith ~~3410 Webster~~ Ave. 4611 Rawley St ~~Houston, Tex.~~ Houston, Tex
BS. INDIANAPOLIS, IND.	~~Chandler Houston~~ ~~William Gilmore~~ 2146 29 St ~~4320 N. Capitol Ave.~~ Indianapolis, Ind. 4018 Byrem Ave. ~~L.R. Harris~~ E.D. Bowser	A.M. McKinney ~~W. L. Lindsay~~ ~~1202 W No. Capitol Ave.~~ ~~2330 N. Kenwood Ave.~~ Indianapolis, Ind. 3378 W 44 ST.
McL JACKSONVILLE, FLA. ** 823 Davis Street Elgin 4-2554	Samuel Harper 3704 Pearce St. ~~919 West 11th St.~~ Jacksonville, Fla.	✓ Andrew Burwell ~~1909 Venus St~~ 6065 Kinnon Dr. Jacksonville, Fla. Jacksonville 9, Fla.
McL JERSEY CITY, N. J.	William S. Fant ~~T. Boone~~ ~~160 Carteret Ave~~ ~~564 N. 11th St.~~ 135 Bayview Ave. ~~Newark, N.~~ J. Jersey City	M. F. Cunningham 103 Wegman Parkway Jersey City, N. J.
wer KANSAS CITY, MO.	R. Norman 625 Parallel Ave. Kansas City, Kansas	R. M. Willis ~~2845 Park Ave.~~ ~~PO Box 4834~~ Kansas City, Missouri ~~(8)~~ ~~(28)~~ 64127 ~~3208 E. 30 ST~~ 2644 ~~[illegible]~~ PARK
Dell LOS ANGELES, CALIF. ** 4006½ So. Central Ave. (N) Adams 3-~~7250~~ 5023	W. T. Nickelberry 5125 McKinley Ave. Los Angeles, Calif.	L. B. Thompson * *

** Headquarters

BSCP DIVISIONS - PULLMAN

DIVISION	PRESIDENT	SECRETARY-TREASURER
BS LOUISVILLE, KY.	C. H. Hendricks 2510 W. Walnut St. Louisville, Ky. Cypress-7485	F. C. Rush 2627 W. Chestnut St. Louisville, Ky. Spring 2-3600
MCN MEMPHIS, TENN.	~~C. J. Jackson~~ ~~1551 Dunn Road~~ ~~Memphis, Tenn~~	F. S. Newman 1083 College Street Memphis, Tenn.
wer MOBILE, ALA.	HARRY FLETCHER 893 Bullington Ave.	3[illegible] Jackson St. - #8 St Paul, Minn (temporary)
BS MONTREAL, QUEBEC	EW LAWRENCE 3841 BARCLAY Ave Montreal 26, QUE.	C. L. Roy 1216 Osborne Ave. Verdun, Quebec
McL MONTGOMERY, ALA.	E. D. Nixon 647 Clinton Avenue Montgomery. 8, Ala.	
mch NEW ORLEANS, LA.	J. P. Davis 1011 ~~1101~~ So. Telemachus St. New Orleans, La.	C. M. Lester ~~2600 Robert St.~~ New Orleans, La. 70122 1558 Senate St
McL NEW YORK, N. Y. ** 217 W. 125 St. Monument 2-5080	A. Philip Randolph **	Ashley L. Totten **
McL NORFOLK, VA.	A. A. HOGGARD ~~C. W. Clark, Sr.~~ 2811 HOLLISTER ST. ~~1315 Armstrong St.~~ Norfolk, Va.	O. A. Lassiter 2912 Elm Ave. Portsmouth, Va.
Dell Oakland, Calif. ** 1716 Seventh St. Twin Oaks 3-0894	C. L. Dellums **	C. L. Dellums **
wer OMAHA, NEBRASKA	FRANK Saunders ~~Taylor Murrell~~ 2234 Ohio St ~~2213 Lake St.~~ ~~Omaha, Neb.~~	C. R. Willis 2025 Ohio St. Omaha, Neb.

** Headquarters

BSCP DIVISIONS - PULLMAN

DIVISION	PRESIDENT	SECRETARY-TREASURER
McL PHILADELPHIA, PA.	L. R. Williams 322 No. 42nd St. Philadelphia, Pa.	C. N. Walker 2421 W. Cumberland St. Philadelphia, Pa.
BS PITTSBURGH, PA.	A. C. Walker 7921½ Tioga St. Pittsburgh,21, Pa.	W. J. Thomas 7243 Idle Wild St. Pittsburgh 8, Pa. Churchill 1-2083
Dell PORTLAND, ORE.	B. Johns 4325 N. E. Rodney St. Portland, Ore.	J. D. Leftridge 52 N. E. Sacramento St. ✓ Portland, Ore.
mcL RICHMOND, VA.	M. D. Stone 105 Yancy St. Richmond, Va.	S. L. Fife ✓ 2708 Garland Ave. Richmond, Va.
Dell SALT LAKE CITY, UTAH	Hu ~~C. L. Boridon~~ ~~C. T. Bell~~ ~~1144 Pacific Ave~~ ~~333 East 7th South St.~~ ~~Salt Lake City, Utah~~ R. BRIDGEFORTH 762 EVERETT St. W.	O. C. Jackson 824 South 3rd East St. Salt Lake City, Utah
McN SAN ANTONIO, TEXAS ** 624 So. Pine Street Lehigh 2-0334	J. B. Caviness * *	R. Amos * *
McL SAVANNAH, GA.		James E. Butler 623 W. 45th St. Savannah, Ga.
Dell SEATTLE, WASH.	Charles E. ETHRIDGE ~~Ezell Henderson~~ ~~1123 - 32nd Ave., So.~~ 313-19th Av. Seattle, Wash.	~~Charles E. ETHRIDGE~~ ~~W. B. Pryor~~ 313-19th Ave ~~1121 - 27th Ave.,~~ [illegible]. Seattle, Wash. EARL William 3616 JUDKINS ST
Dell SPOKANE, WASH.	J. J. Johnson 4408 No. Post St. Spokane, Wash.	J. K. Carpenter 1603 E. Bismark Ave. Spokane 28, Wash.
McN ST. LOUIS, MO ** ~~11xNorthxJeffersonxStx~~ ~~Jeffersonx1x5458~~	A. R. DAILEY ** ~~T. D. McNEAL~~ ~~2906a N. Union Blvd.~~ ~~St. Louis 15, Mo.~~ EVergreen 3-4221	T. D. McNeal * *
** HEADQUARTERS	3412 N. Union Blvd St Louis, Mo., 63115 Gateway National Bank Bldg.	

BSCP DIVISIONS - PULLMAN

DIVISION	PRESIDENT	SECRETARY-TREASURER
McL TAMPA, FLA.	Matthew Gregory ~~1107 W. Albany Ave.~~ Tampa, Fla. 4006 NASSAU ST.	J. P. Williams ~~1117 - 10th Ave.~~ 3911-34th St Tampa, Fla.
B.S. TORONTO, ONTARIO	J. A. Knight 9 Stanford Square Scarboro, Ontario	B. O. Fleming 127 Arundel Ave. Toronto, Ontario
Web TWIN CITIES	L. G. Leverett 3605 Clinton Ave. Minneapolis 5, Minn.	Bailey Morris 411 Mackubin St. St. Paul 3, Minn. 612-226-6215
McL WASHINGTON, D. C. ** 817 Que St., N. W. Hobart 2-7367	G. A. Slade 429 Kenyon St., N. W. Washington, D. C. TU2-5190 CKeeman	~~R. A. Robinson~~ 221 O. Street, N. W. Washington, D. C. ~~E Ford~~ Ernest Ford, Jr. 1725 Erie St. S.E. Wash 20

McL - 16
WEB - 6
B.S - 8
MCN - 8
Dell - 6

16
3
48

**Headquarters

BSCP DIVISIONS - TRAIN PORTERS

DIVISION	LOCAL CHAIRMAN	SECRETARY-TREASURER
ATLANTIC COAST LINE 4' Richmond, Va.	Clement J. Smith 2007 North Avenue 703-MI 8-2504	✓ George C. McNair 1812 Broadell Drive Fayetteville, N. C.
BALTIMORE & OHIO Baltimore, Md.	C. H. Bass 1913 West Mulberry St. Baltimore 23, Md.	Theartis Mitchell 2131 Chelsea Terrace Baltimore, Md. - WI 7-1302
CHESAPEAKE & OHIO Hinton & Huntington	F. W. CAMPBELL ~~A. L. Payne~~ ~~537 Gresham Place, N. W.~~ Washington, D. C. 713 FIRST St. N. W	N. R. Wilson 35-12 Stanton, Road S. E., #104 Washington, D. C.
DENVER, RIO GRANDE & WESTERN	Robert Chatham 2628 Vine Street Denver, Colo.	
ILLINOIS CENTRAL - LOCAL #4 Memphis, Tenn.	Willie Jones ~~510 W. Peace St.~~ Canton, Miss.	W. E. Smith ~~3300 Law Street~~ New Orleans, La.
INTERNATIONAL GREAT NORTHERN - LOCAL #9 San Antonio, Texas	~~Wm. Fields~~ TONEY ROGERS ~~516 Iowa Street~~ 821 Culebra Ave. San Antonio	Wm. Washington 1014 Dreiss Street
JACKSONVILLE, FLA.	J. A. Waldon 2600 N. 25th Street Sanford, Fla.	Charles F. Jones 2816 Woodlawn Street Jacksonville, Fla.
MISSOURI, KANSAS & TEXAS - LOCAL #8 Denison, Texas	L. L. Mason 621 W. Johnson St.	
MISSOURI PACIFIC - LOCAL #5 Little Rock, Ark,	V. L. Johnson 1001 West 24th Street	~~Will Newton~~ F. ANTHONY ~~1021 West 29th St.~~ 3105 CENTER St LITTLE ROCK, ARK
SANTA FE SYSTEM LOCAL Kansas City, Mo.	C. L. Brown ~~2516 Forest Avenue~~ 5645 Montgall Ave	Oscar A. Walker 3301 Moulton Street
SOUTHERN PACIFIC El Paso, Texas	H. M. Tompkins 3332 Alameda Avenue	C. B. Berry 3215 Missouri St.

TRAIN PORTERS

BSCP DIVISIONS - TRAIN PORTERS

DIVISION	LOCAL CHAIRMAN	SECRETARY-TREASURER
ST. LOUIS SOUTHWESTERN & COTTON BELT RAILROAD Kansas City Southern - Local #7B	H. P. Lucien 1240 Oakland Street Shreveport, La.	Franklin D. Tillery 3812 Montgall Street Kansas City, Mo.
Texarkana, Ark.	William **Hentz** 708 E. Washington St. Jonesboro, Ark.	Archie Wade 916 Hope Street Jonesboro, Ark.
TEXAS & NEW ORLEANS Ennis, Texas	**Clyde Lewis** **1010** Iowa Street San Antonio, Texas	R. F. FIELDS ~~W. E. Lucas~~ ~~[illegible] 5/12/60~~ ~~100 E. Gilmer~~ Street Ennis, Texas 1107 VIRGINIA ST TRIANGLE 5-2705 SAN ANTONIO, TEXAS
TEXAS & PACIFIC - LOCAL #2 Ft. Worth, Texas	~~Lewis Williams~~ ~~1251 Evans~~ Ave.	~~David Lockett~~ ~~1137 Stella Street~~ ~~ROBERT B. MOTEN~~ ~~1300 E. ANNIE~~ ST.
UNION PACIFIC SYSTEM LOCAL Omaha, Nebraska	Hughes Mitchell 2020 Miami Street	James Wood 2717 Bristol Street

BSCP DIVISIONS - ATTENDANTS

DIVISION	LOCAL CHAIRMAN	SECRETARY-TREASURER
ATLANTIC COAST LINE Jacksonville, Fla.	~~James Lewis~~ ~~1707 Fairfax~~ St. ~~Jacksonville,~~ Fla. J. G. Longmire 1347 Davis St Jacksonville, Fla	
ERIE New York, N. Y.	J. H. Lemons 2238 Batchelder St. Brooklyn, N. Y.	
NEW HAVEN-LOCAL #2 New York, N. Y.	J. Morse 112-45 197th Street Hollis, L. I.	G. L. Teague 764 E. 161st St. Bronx, N. Y.
Boston, Mass.	W. E. Peterson 3 Wellington Street	
PENNSYLVANIA - LOCAL #1 New York, N. Y.	H. L. Branch 358 So. 10th Avenue Mt. Vernon, N. Y.	L. H. Greene, Jr. 412 Union Avenue Mt. Vernon, N. Y.
Washington, D. C.	A. H. Blair 1240 Perry Street, N. E. Washington, D. C.	

DINING CAR ATTENDANTS

DIVISION	LOCAL CHAIRMAN	SECRETARY-TREASURER
COLORADO & SOUTHERN	J. A. King 1205 Hutchins Ave. Dallas, Texas	
FORT WORTH & DENVER	B. J. Munchus 4510 Electra Street Dallas 15, Texas	Joe M. Woods 1412 Carson Road Ft. Worth, Texas
Chicago, Burlington & Quincy		Louis Wagner 3947 Drexel Blvd Chicago 53

ATTENDANTS

BROTHERHOOD OF SLEEPING CAR PORTERS

INTERNATIONAL EXECUTIVE BOARD

~~M. P. Webster, Chairman~~ deceased 2/24/65
Brotherhood of Sleeping Car Porters
3947 Drexel Boulevard
Chicago 53, Illinois

✓ T. D. McNeal, Secretary
✓ Brotherhood of Sleeping Car Porters
~~11 North Jefferson Street~~ ~~2906a N. Union~~ Blvd.
~~St. Louis 3, Missouri~~ St. ~~Louis 15,~~ Mo.
3412 N. Union Blvd
St Louis, Mo, 63115

✓ A. R. Blanchette
✓ Brotherhood of Sleeping Car Porters
1410 Stanley Street
Montreal 2, Quebec

~~Frank Boyd~~
~~443 Mackubin Street~~
~~St. Paul 3, Minnesota~~ deceased

✓ A. R. Dailey
Brotherhood of Sleeping Car Porters
✓ ~~11 North Jefferson Street~~ ~~2906a N. Union Blvd~~
St. Louis ~~15~~, Missouri
3412 N. Union Blvd 63115

✓ C. L. Dellums - Chairman
Brotherhood of Sleeping Car Porters
✓ 1716-18 ~~1716~~ Seventh Street
Oakland ~~20~~, California 94607

✓ ~~G. C. Garran~~
✓ 4024 Paris Avenue
New Orleans, Louisiana

✓ ~~James Martin~~
✓ ~~6532 Lafayette Avenue~~ 601 East 90th Place
~~Chicago 21, Illinois~~ Chicago ~~19~~, Ill. 60619

mcN
✓ A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 West 125 Street
New York 27, N. Y.

✓ ~~Bennie Smith~~
✓ Brotherhood of Sleeping Car Porters
1308 Broadway
Detroit ~~26~~, Michigan 48226

✓ C. J. Smith
✓ 2007 North Avenue
Richmond, Virginia 23222

~~W. H. Bowe~~
~~Ashley L. Totten~~ deceased
Brotherhood of Sleeping Car Porters
217 West 125 Street
New York 27, N. Y.

✓ W. C. Isaacs, Jr.
✓ 5738 So. Van Ness Avenue
Los Angeles, California

W. H. Bowe 103 E 125 ST ~~217 W. 125 ST~~
NYC 10035 New York, NY 10027

B. F. McLaurin ~~217 W. 125 St.~~
103 E 125 St
NYC 10035 New York, N.Y. 10027

INTL. EXECUTIVE BOARD

BSCP DIVISIONS - LADIES AUXILIARY

DIVISION	PRESIDENT	SECRETARY-TREASURER
ASHEVILLE, N. C.	Erline McQueen 2 Avon Road Asheville, N.C.	Elizabeth Adams 40 Ora Street Asheville, N.C.
ATLANTA, GA.	Gertrude Ross 567 Pulliam St., S.E. Atlanta, Ga.	Beatrice M. Taylor 953 Ashby Circle, N.W. Atlanta, Ga.
BALTIMORE, MD.	Magnolia Parker 3400 Gwynn Falls Pkway. Baltimore, Md.	Eledith Peters 2422 Arunah Avenue Baltimore, Md.
CHICAGO, ILL.	Minnie A. Lee 6013 Calumet Avenue Chicago, Ill.	Sadie Johnson 8043 Eberhart Chicago, Ill.
CHARLOTTE, N. C.	Lillian Jordan 2005 Renner St. Charlotte, N.C.	Mary L. Edwards 1700 Heil Place Charlotte, N.C.
CINCINNATI, OHIO	Eleanor Davidson 853 Hutchins Ave. Cincinnati, Ohio	Johnetta Bea 5325 Glenshade Ct. Cincinnati 22, Ohio
CLEVELAND, OHIO	Alice Land 12527 Union Avenue Cleveland, Ohio	Vivian Comedy 1007 East 99th Street Cleveland, Ohio
DALLAS, TEXAS	Annie M. Taylor 1616 So. Haskell St. Dallas,Texas	Elizabeth Berry 3418 S. Harwood St. Dallas, Texas
DENVER, COLO.	J. Esther Crawford 3042 Marion Street Denver, Colo.	Izetta Albright 3022 Welton Street Denver, Colo.
DETROIT, MICH.	Ida P. Whitaker 5700 Wesson Detroit, Mich.	Bessie L. Cain 6406 30th St. Detroit. Mich.
FT. WORTH, TEXAS	Juanita Reese 609 So. ~~Jenkins~~ JUDKINS Ft. Worth, Texas	Eda Moten 1300 E. Annie St. Ft. Worth, Texas

BSCP DIVISIONS - LADIES AUXILIARY

DIVISION	PRESIDENT	SECRETARY-TREASURER
HOUSTON, TEXAS	Louise Meyers 4614 Chism Street Houston, Texas	Ethel White 3027 Brackenbridge St. Houston, Texas
JACKSONVILLE, FLA.	Elizabeth Austin 402 West 19th Street Jacksonville, Fla.	I. G. Ayers 1829 Louisania Street Jacksonville, Fla.
JERSEY CITY, N.J.	T. Watts 137 Myrtle Avenue Jersey City, N. J.	SaBelle Cunningham 103 Wegman Pkway Jersey City, N.J.
LOS ANGELES, CALIF.	Grace D. Lee 2238 West 31st St. Los Angeles, Calif.	Frances P. Crook 1197 West 36th St. Los Angeles, Calif.
MEMPHIS, TENN.	Artie Nelson 971 North Manassas Memphis, Tenn.	Mamie Taylor 812 Mississippi Avenue Memphis, Tenn.
MINEAPOLIS, MINN.	Ela Mae Stewart 1406 7th Avenue, N. Mineapolis, Minn.	Dorothy Payne 3620 Elliott Ave., S. Mineapolis, Minn.
NEW ORLEANS, LA.	Susanna D. Lester 2600 Robert Street New Orleans, La.	Angelina Davis 1993 Law Street New Orleans, La.
NEW YORK, NEW YORK	Grace Rembert 406 West 129th Street New York, N.Y.	Estelle Samuels 213 Nagle Avenue New York, N.Y.
OAKLAND, CALIF.	Viola Davis 5316 Market Street Oakland, Calif.	Wilhelmenia Brown 682 52nd Street Oakland, Calif.
PHILADELPHIA, PA.	Myrtle Phillips 1253 North Frazier Philadelphia, Pa.	Mary A. Morris 644 North 55th Street Philadelphia, Pa.
PITTSBURGH, PA.	Estelle Harris Blanks 621 Duff Street Pittsburgh, Pa.	Florence Ball-Jones 7402 Susquehanna Street Pittsburgh, Pa.

BSCP DIVISIONS- LADIES AUXILIARY

DIVISION	PRESIDENT	SECRETARY-TREASURER
PORTLAND, OREGON	Mable Redmond 2862 S. E. Ankey Portland 15, Oregon	Anna Canada 3816 N. E. Rodney Ave. Portland, Oregon
ST. LOUIS, MISSOURI	Hortense Riley 3808 Windsor St. Louis, Mo.	Pearl Peterson 4228 E. Cook Ave. St. Louis, Missouri
SEATTLE, WASH.	Estella Dearborn 420 21st North Seattle, Wash.	Carrie Haynes 1610 24th Avenue Seattle, Wash.
TAMPA, FLORIDA	Ruby Fuller 3503 35th Avenue Tampa, Florida	Eula Williams 2607 23rd Street Tampa, Florida
	CANADIAN	
MONTREAL, CANADA	Evelyn Marshall 2101 Papineau St. Montreal, Canada	Theresa Cooper 5511 First Ave. Rosemont, Mont.
TORONTO, CANADA	Garda Chevalier 528 Ridelle Ave. Toronto, Ontario	~~Gladys Carey~~ ~~235 E. College St.~~ BA ~~Toronto, Ontario~~
VANCOUVER, B. C.	Janet McDonald 1154 E. Cordova Vancouver, B.C.	Enid Haynes 2731 E. 23rd Street Vancouver 12, B.C.
	FIREMEN	
MACON, GEORGIA	Mrs. Jim M. Russell 2808 Columbus Road Macon, Ga.	Mildfed Evans 1389 Jackson Street Macon, Ga.

RAILROADS

EASTERN ZONE (B. F. McLaurin)

Non-op 1. Mr. W. S. Baker
Assistant Vice President
ATLANTIC COAST LINE RAILROAD COMPANY
Jacksonville, Florida

Non-op 2. Mr. R. L. Harvey
Manager, Labor Relations
THE BALTIMORE AND OHIO RAILROAD COMPANY
Baltimore 1, Maryland

Non-op 3. Mr. M. E. Cridlin
Assistant to Vice President-Labor Relations
THE CHESAPEAKE AND OHIO RAILWAY COMPANY
Huntington, West Virginia

Non-op 4. Mr. Fred Diegtel
Assistant Vice President-Labor Relations
Erie-Lackawanna Railroad Company
Midland Building
Cleveland 15, Ohio

Non-op 5. Mr. C. L. Wagner
Chief of Personnel
Lehigh Valley Railroad Company
143 Liberty Street
New York 6, N. Y.

Non-op 6. Mr. A. H. Smith, Manager
Dining and Sleeping Car Service Department
New York Central System
466 Lexington Avenue
New York 17, N. Y.

Non-op 7. Mr. J. J. Gaherin, Vice President
Labor Relations and Personnel
The New York, New Haven and Hartford Railroad Company
New Haven 6, Connecticut

Non-op 8. Mr. S. N. Phelps
Manager, Dining Car Service
The Pennsylvania Railroad Company
Long Island City 1, N. Y.

Non-op Mr. F. J. Boeckelman
Manager, Employe and Labor Relations
The Pullman Company
165 North Canal Street
Chicago 6, ILLinois

NEGRO PRESS LIST

12-65

Atlanta Daily World 521-1459
210 Auburn Avenue
Atlanta, Ga.

Norfolk Journal & Guide
719 E. Olney Road
Norfolk, Va. 23501

Afro-American MU 5-1812
628 N. Entaw
Baltimore, Md.

Philadelphia Tribune
526 South 16 St.
Phila. Pa.

Philadelphia Independent
1708 Lombard St.
Phila., Pa.

Ebony-Jet CA 5-1008
Johbson's Publication
1820 S. Michigan Ave.
Chicago, Ill.

Amsterdam News AC 2-7800
2340 8th Avenue
New York 10027

New York Courier AT 9-3202
15 W. 125 St.
New York 10027

Michigan Chronicle 963-5522
479 Ledyard
Detroit, Mich.

Chicago Defender CA 5-2400
2400 S. Michigan Ave.
Chicago, Ill.

Associated Negro Press OA 4-6400
3531 S. South Parkway
Chicago, Ill

Pittsburgh Courier
2628 Centre Avenue
Pittsburgh, Pa.

The Savannah Tribune
1009 West Broad St.
Savannah, Ga.

The Indianapolis Recorder
518 Indiana Ave.
Indianapolis, Ind,

Kansas City Call
1715 East 18 St.
Kansas City, Mo.

The Boston Guardian
977 Tremont St.
Boston. Mass.

St. Louis American
3608 Cozens St.
St. Louis, Mo.

California Eagle
2101 W. Vernon Ave.
Los Angeles, Calif.

Black Dispatch
324 N. E. 2 St.
Oklahoma City, Okla.

St. Louis Argus
2312 Market St.
St. Louis, Mo.

Cleveland Call & Post
1949 East 105 St.
Cleveland, Ohio

Tuskegee Messenger
Tuskegee Institute
Tuskegee, Ala.

The Open Forum
5927 Sunset Blvd.
Los Angeles 28, Calif.

The Panama Tribune
Drawer R.
Ancon, C. Z. (15)¢

The Sentinel
990 E. Vernon Ave.
Los Angeles, Calif.

The Denver Star
910-20th St.
Denver, Colo.

Tampa Bulletin Pub. Co.
P. O. Box 2232
Tampa, Fla.

The Echo
917 Gwinnett St,
Augusta, Ga.

NEGRO PRESS LIST

The Louisville Defender
623 W. Walnut St.
Louisville, Ky.

The Louisiana Weekly
537 S. Rampart St.
New Orleans, La.

The Detroit Tribune
2146 St. Antoine St.
Detroit, Mich.

The Houston Informer
2418 Leeland Ave.
Houston, Texas

The Negro Labor News
419½ Milam St.
Houston, Texas

The California Voice
2624 San Pablo Ave.
Oakland, Calif.

San Antonio Register
207 North Centre St.
San-Antonio, Texas

Arkansas State Press
Box 2179
Little Rock, Ark.

Tri-State Defender
546 Beale Ave.
Memphis, Tenn.

Dallas Express
3600 Thomas Ave.
Dallas, Texas

Associated Negro Press
500 West 140th St.
New York, N. Y.

Union Gazette
5823 Occidental St.
Oakland, Calif.

THE DAILY PRESS

The Associated Press
50 Rockefeller Plaza

United Press International
220 East 42nd St.
Mu 2-0400

The Daily News
220 East 42nd St.
Mu 2-0400

New York Times
229 West 43th St.
556-1234

Herald Tribune
230 West 41st St.
PE 6-4000

World Telegram & Sun
125 Barclay
Ba 7-3211

New York Post
75 West
WH 4-9000

Journal American
220 South
CO 7-1212

Wall Street Journal
44 Broad St.
HA 2-3115

Feb 1966

BSCP DIVISIONS - PULLMAN

DIVISION	PRESIDENT	SECRETARY TREASURER
ATLANTA, GA. Phone: Culpepper PL. 3-8233	~~Thomas W. Culpepper~~ Retires 7/6/66 ~~942 Parsons St.,~~ S.W. ~~Atlanta 14,~~ Ga.	Henry B. McConnell 267 Bowen Circle, S.W. #3 Atlanta, Ga. 30315
BALTIMORE, MD.	J. R. Merritt 1416 Rosedale Street Baltimore, Md.	Troy Brailey 2405 Baker Street Baltimore, Md.
BOSTON, MASS.	Joseph Armstrong 65 Crawford Street Dorchester, Mass.	W. A. Burdette 217 W. Springfield St. Boston, Mass.
BUFFALO, N. Y.	Jesse Taylor 561 Spring Street Buffalo, N.Y.	B. V. Reid 65 Butler Street Buffalo, N.Y.
CHICAGO, ILL. * 3947 Drexel Boulevard Chicago, Illinois 60653	Leroy J. Shackelford, Jr.	U. C. Crowder
CINCINNATI, OHIO	G. G. Bea 3512 Beldare Avenue Cincinnati, Ohio	Eddie Carter 1918 Kinney Avenue Cincinnati 7, Ohio
DALLAS, TEXAS	A. B. Green 1402 Iowa Avenue Dallas, Texas 75216	John Taylor 1616 S. Haskell Street Dallas, Texas 75223
DENVER, COLO.	Hayward Doyle 2830 Vine Street Denver, Colo.	J. H. Jones 2013 Emerson Street Denver, Colo. 80265
DETROIT, MICH. * 1308 Broadway, Rm. 305 Detroit, Michigan 48226	S. J. Whitaker	Bennie Smith
FT. WORTH, TEXAS	W. L. Thomas 953 E. Terrell Avenue Ft. Worth, Texas	R. L. Campbell 5809 Maceo Lane Ft. Worth, Texas
HOUSTON, TEXAS	T. H. McG owan 3318 Simmons Street Houston, Texas 77004	Clement L. Smith 4601 Rawley Avenue Houston, Texas 77020
INDIANAPOLIS, IND.	B. D. Bowser 4018 Byrem Avenue Indianapolis, Ind.	A. M. McKinney 337 W. 44th Street Indianapolis, Ind.
JACKSONVILLE, FLA. * 823 Davis Street, Rm.5 Elgin 4-2554	Samuel Harper ~~3704 Pearce Street~~ Jacksonville, Fla. 32209 3405 SPIRES ST	Andrew Burwell 6065 Kinnon Drive Jacksonville, Fla.

* **Headquarters**

BSCP DIVISIONS - PULLMAN

DIVISION	PRESIDENT	SECRETARY-TREASURER
JERSEY CITY, N.J.	W. S. Fant 258 Clerk Street Jersey City, N. J.	G. L. Valentine 169 Wilkinson Avenue Jersey City, N. J.
KANSAS CITY, MO.	J. W. Wesson 4115 Park Kansas City, Mo.	R. M. Willis 2644 Park Kansas City, Mo. 64127
LOS ANGELES, CALIF. * ~~4006½ So. Central Ave.~~ ~~Los Angeles, Calif.~~	W. T. Nickleberry 5125 McKinley Ave. Los Angeles, Calif.	L. B. Thompson * 3685 Second Ave Los Angeles, Calif 90018
LOUISVILLE, KY.	C. H. Hendricks 2510 W. Walnut Street Louisville, Ky.	F. C. Rush 2627 W. Chestnut Street Louisville, Ky.
MEMPHIS, TENN.	B. L. Watson 373 Decatur Street Memphis, Tenn.	F. S. Newman 1083 College Street Memphis 6, Tenn.
MONTREAL, CANADA	E. W. Lawrence 3841 Barclay Avenue, #7 Montreal 26, Quebec	C. L. Roy P. O. Box 1251 Waterloo, Quebec
NEW ORLEANS, LA. * 503½ So. Rampart St. New Orleans, La.	E. G. Hayes * 9124 FORSHEY St New Orl 70118	C. M. Lester 1558 Senate Street New Orleans 22, La.
NEW YORK, N.Y. * 217 West 125th St. Suite 301, New York 10027	A. Philip Randolph *	William H. Bowe *
OAKLAND, CALIF. * 1716 Seventh St. Oakland, Calif. 94620	C. L. Dellums *	C. L. Dellums *
OMAHA, NEBRASKA	Frank Sanders 2234 Ohio Street Omaha, Nebraska	Cletus R. Willis 2025 Ohio Street Omaha, Nebraska
PHILADELPHIA, PA.	L. R. Williams 322 North 42nd St. Phila., Pa.	C. N. Walker 2421 W. Cumberland St. Phila., Pa.
PITTSBURGH, PA.	A. C. Walker 7921½ Tioga Street Pitts. 21, Pa.	McNeal Bolden 7217 Monticello Street Pitts., Pa.
PORTLAND, OREGON	B. Johns 4325 N. E. Rodney St. Portland, Oregon	J. D. Leftridge 52 N. E. Sacramento St. Portland, Oregon

* Headquarters

BSCP DIVISIONS - PULLMAN

DIVISION	PRESIDENT	SECRETARY-TREASURER
RICHMOND, VA. Phone: M. Stone 703-643-8681	M. D. Stone 105 Yancy Street Richmond, Va.	W. B. Lewis 603 North 33rd Street Richmond, Va.
SALT LAKE CITY, UTAH	R. Bridgeforth 762 Everett St., W. Salt Lake City, Utah	O. C. Jackson 824 So. 3rd East St. Salt Lake City, Utah
SAN ANTONIO, TEXAS * 624 So. Pine Street San Antonio, Texas	W. H. White 723 So. Pine Street San Antonio, Texas	J. B. Caviness 907 Iowa Street San Antonio, Texas
SEATTLE, WASH.	Charles E. Etheridge 313 19th Avenue Seattle, Wash.	Earl William 2616 Judkins Street Seattle, Wash.
ST. LOUIS, MISSOURI * 3412 No. Union Blvd. Gateway National Bank Bldg. St. Louis, Missouri 63115	T. D. McNeal *	T. D. McNeal *
TAMPA, FLORIDA	Matthew Gregory 4006 Nassau Street Tampa 7, Fla.	J. P. Williams 3911 34th Street Tampa, Fla.
TWIN CITIES, MINN.	L. G. Leverett 3605 Clinton Avenue Minneapolis, Minn.	Bailey Morris 411 Mackubin Street St. Paul 3, Minn.
WASHINGTON, D. C. * 817 Que Street, N.W. Washington, D.C.	G. A. Slade 429 Kenyon St., N.W. Washington, D.C.	O. A. James 651 E Street, N.E. Washington, D. C.

* Headquarters

BSCP CANADIAN DIVISIONS- CPR SLEEPING CAR

DIVISION	PRESIDENT	SECRETARY*TREASURER
MONTREAL, QUEBEC	J. M. Sealy 2098 Papineau Street Ville Jacques Cartier Quebec, Canada	P. J. Jennings 1857 Manseu Blvd. Ville Jacques Cartier 23 Quebec, Canada
TORONTO, ONTARIO	J. W. Jackson R. R. #2 Aurora, Ontario	L. Chevalier 528 Ridelle Avenue Toronto, Ontario
VANCOUVER, B. C.	O. L. Holmes 1775 Holdom Ave., No. Burnaby, B.C. Phone: 299-4248	Ernest Lawrence 3696 E. Georgia St. Vancouver 6, B.C. Phone CY. 9-6707
WINNIPEG, MANITOBA	J. W. Simmons 156 Austin St., Suite 6 Winnipeg 4, Manitoba	W. P. Brown 1-586½ Selkirk Avenue Winnipeg 4, Manitoba
INTERNATIONAL FIELD REPRESENTATIVE DOMINION OF CANADA		Arthur R. Blanchette 1410 Stanley Street Montreal 2, Canada Phone: Victor 5-9791

BSCP DIVISIONS - TRAIN PORTERS

DIVISION	GENERAL CHAIRMAN	LOCAL CHAIRMAN	SECRETARY*TREASURER
ATLANTIC COAST LINE Richmond, Va.	Clement J. Smith 2007 North Avenue Richmond, Va. Phone: MI. 8-2504	B. Parker 3011 Montrose Ave. Richmond, Va.	George C. McNair 1812 Broadell Drive Fayetteville, N. C.
BALTIMORE & OHIO Baltimore, Md.		C. H. Bass 1913 W. Mulberry St. Balti., 23, Md.	Theartis Mitchell 2131 Chelsea Ter. Balti., 16, Md. Phone WI. 7-1302
CHESAPEAKE & OHIO Hinton & Huntington W. Va.	Frank W. Campbell 713 First St. N.W. Wash., D.C. 20001	N. R. Wilson 35-12 Stanton, S.E. #104- Wash., D.C.	T. R. Martin 506 Nicholson St. N.E. Wash., D.C. 20011
MISSOURI PACIFIC-Local #5 Little Rock, Ark.		V. L. Johnson 1001 W. 24th St. Little Rock, Ark.	Wm. V. Fairchild P/O Box 243 Poplar Bluff, Mo.
SANTA FE SYSTEM LOCAL Kansas City, Mo.		C. L. Brown 5645 Montgall Ave. Kan. Cy., Mo. 66130	W. W. Seymour, SR 5253 Thrill Place Denver, Colo. 80207
SOUTHERN PACIFIC El Paso, Texas		Claude Haywood 3229 Gateway, W. El Paso, Texas	Ralph Smith 302 N. Cebeda St. El Paso, Texas
ST. LOUIS SOUTHWESTERN & COTTON BELT - Local #7B Kansas City Southern		H. P. Lucien 1240 Oakland St. Shreveport, La.	F. D. Tilley 3812 Montgall Ave. Kansas City, Mo.
TEXAS & NEW ORLEANS Ennis, Texas		Clyde Lewis 1010 Iowa St. San Ant., Tex. 78203	Robt. F. Fields 1111 Virginia Blvd. San Ant., Tex. 78203
UNION PACIFIC LOCAL Omaha, Nebraska		Andrew Woods 2816 Wirt Street Omaha, Nebraska	James Woods 2717 Bristol St. Omaha, Nebraska

Intl. Sec-Treasurer

September 1971

BSCP DIVISIONS - ATTENDANTS

DIVISION	LOCAL CHAIRMAN	SECRETARY-TREASURER
PENNSYLVANIA- Local #1 New York, New York	L. H. Greene, Jr. 412 Union Avenue Mt. Vernon, N.Y.	H. L. Branch 342 E. Clinton Avenue Roosevelt, Long Island
ATLANTIC COAST LINE Jacksonville, Fla.	James W. Cohen, Sr. 1736 University St. Jacksonville, Fla.	Alphonso Duncan 1735 West 5th Street Ocala, Fla.
FT. WORTH & DENVER Ft. Worth, Texas	Leroy Oliver, Sr. 2899 Hudson Street Denver 7, Colo.	Luevester Drake 5613 Victoria Place Ft. Worth, Texas 76112
CHICAGO, BURLINGTON & QUINCY Chicago, Illinois	C. N. Beatie 3947 Drexel Boulevard Chicago, Illinois 60653	Louis S. Wagner 3947 Drexel Boulevard Chicago, Illinois 60653

BROTHERHOOD OF SLEEPING CAR PORTERS

INTERNATIONAL EXECUTIVE BOARD

C. L. Dellums, Chairman	Brotherhood of Sleeping Car Porters 1716 Seventh Street Oakland, California 94620
T. D. McNeal, Secretary	Brotherhood of Sleeping Car Porters 3412 North Union Boulevard St. Louis, Missouri 63115
A. R. Blanchette	Brotherhood of Sleeping Car Porters 1410 Stanley Street Montreal 2, Canada
William H. Bowe	Brotherhood of Sleeping Car Porters 217 West 125th Street New York, New York 10027
A. R. Dailey	Brotherhood of Sleeping Car Porters 3412 North Union Boulevard St. Louis, Missouri 63115
G. C. Garran	Brotherhood of Sleeping Car Porters 503½ South Rampart Street New Orleans, Louisiana
W. C. Isaacs, Jr.	5738 South Van Ness Avenue Los Angeles, California
James Martin	601 East 90th Place Chicago 19, Illinois
Benjamin F. McLaurin	Brotherhood of Sleeping Car Porters 217 West 125th Street New York, New York 10027
A. Philip Randolph	Brotherhood of Sleeping Car Porters 217 West 125th Street New York, New York 10027
Bennie Smith	Brotherhood of Sleeping Car Porters 1308 Broadway, Room 305 Detroit, Michigan 48226
Clement J. Smith	2007 North Avenue Richmond, Virginia

DATES - LOCAL'S DISCONTINUED
INTERNATIONAL BROTHERHOOD OF SLEEPING CAR PORTERS

1958

Albany - July
Chattanooga - August
Little Rock - August
Nashville - December
Shreveport - October

1959

Augusta - January
Charleston - July
Columbus - May
Oklahoma City - November
Roanoke - August
Savannah - July
Spokane - October

1960

Calgary - September
Ft.Worth(Tr.Porters)-January

1961

Birmingham - August
El Paso - July
Montgomery - August

1962

Memphis(Illinois Central) - August
New Haven - July

1963

Cleveland - November
Asheville - December
Hoboken - December

1964

Buffalo - May

1965

Norfolk - September
All Firemen - May

1966

Toronto - January
Memphis - Maych
Boston - June
NYC-Buffalo - June
MONTREAL -

1967

Indianapolis - August

1968

Philadelphia - May
Pittsburgh - May
Louisville - February
Ballas - March

OCTOBER 1968

BSCP DIVISIONS - PULLMAN

DIVISION	PRESIDENT	SECRETARY-TREASURER
ATLANTA, GA.	Thomas W. Culpepper 942 Parsons St., S.W. Atlanta, Ga. 30314 Phone: 404-753-8233	Henry B. McConnell 267 Bowen Circle, S.W. #3 Atlanta, Ga. 30315
CHICAGO, ILL. 3947 Drexel Boulevard * Chicago, Illinois 60653	Leroy J. Shackelford, Jr. * Phone: 312 KE. 8-3100	U. C. Crowder *
CINCINNATI, OHIO	G. G. Bea 3512 Beldare Ave. Cincinnati, Ohio 45220	Eddie Carter 1918 Kinney Street Cincinnati, Ohio 45207
DENVER, COLO.	Ernest O. Holmes 2670 Milwaukee St. Denver, Colo. 80205 Phone: 303-355-5401	Julius H. Jones 2013 Emerson Street Denver, Colo. 80265 303-244-7821
DETROIT, MICH.	S. J. Whitaker 5700 Wesson Avenue Detroit, Michigan 48210	
FT. WORTH, TEXAS	W. L. Thomas 953 E. Terrett Ave. Ft. Worth, Texas 76104	R. L. Campbell 5809 Maceo Lane Ft. Worth, Texas 76112
HOUSTON, TEXAS	T. H. McGowan 3318 Simmons Street Houston, Texas 77004	Clement L. Smith 4601 Rawley Avenue Houston, Texas 77020
JACKSONVILLE, FLA. 823 Davis St., Rm. 4 * Jacksonville, Fla. 32209 Phone: 904-354-2554	Samuel Harper 3405 Spires Avenue Jacksonville, Fla. 32209 904-768-6189	Andrew Burwell 6065 Kinnon Drive Jacksonville, Fla. 32209
KANSAS CITY, MO.	J. W. Wesson 4115 Park Kansas City, Mo. 64130	Richard M. Willis 2644 Park Kansas City, Mo. 64127
LOS ANGELES, CALIF.	W. T. Nickleberry 1618½ West 46th Street Los Angeles, Calif. 90062	L. B. Thompson 3685 2nd Avenue Los Angeles, Calif. 90018
NEW ORLEANS, LA.	E. G. Hayes 9124 Forshey Street New Orleans, La. 70118 Phone: 504-486-3470	C. M. Lester 1558 Senate Street New Orleans, La. 70122 504-282-8034
NEW YORK, NEW YORK 217 West 125th Street * New York, N. Y. 10027 Phone: MO. 2-5080	B. F. McLaurin * A. Philip Randolph * President Emeritus	William H. Bowe *

* HEADQUARTERS

BSCP DIVISIONS - PULLMAN

DIVISION	PRESIDENT	SECRETARY-TREASURER
OAKLAND, CALIF. 1716-18 Seventh St. * Oakland, Calif. 94607	C. L. Dellums * Phone: 415 TW. 3-0894	C. L. Dellums *
OMAHA, NEBRASKA	Frank Sanders 2234 Ohio Street Omaha, Nebraska 68110	Cletus R. Willis 2025 Ohio Street Omaha, Nebraska 68110
PITTSBURGH, PA.	Aaron C. Walker 7921½ Tioga Street Pittsburgh, Pa. 15208	Frank Pogue 7318 Hermitage Street Pittsburgh, Pa. 15208
PORTLAND, OREGON	Eddie Butler 4006 N. E. Cleveland Ave. Portland, Oregon 97212	J. D. Leftridge 52 N.E. Sacramento St. Portland, Oregon 97212
RICHMOND, VA.	M. D. Stone 105 Yancy Street Richmond, Va. 23222 Phone: 703-643-8681	J . S. Brewer 2901 Hawthorne Ave. Richmond, Va. 23222
SALT LAKE CITY, UTAH	R. Bridgeforth 542 Oakley Street Salt Lake City, Utah 84116	O. C. Jackson 824 South 3rd East St. Salt Lake City, Utah 84102
SAN ANTONIO, TEXAS	W. H. White 723 So. Pine Street San Antonio, Texas 78203	J. B. Caviness 907 Iowa Street San Antonio, Texas 78203
SEATTLE, WASH.	Charles Etheridge 313 19th Avenue Seattle, Wash. 98122	Obidah Hill 198 27th Avenue Seattle, Wash. 98122
ST. LOUIS, MISSOURI 3412 North Union Blvd. * Gateway National Bank Bldg. St. Louis, Missouri 63115 Phone: 314 EV. 3-4221	A. R. Dailey 5373 Patton Avenue St. Louis, Missouri 63112	T. D. McNeal *
TAMPA, FLORIDA	Matthew Gregory 4006 Nassau Street Tampa, Florida 33607 Phone: 813-877-3506	J. P. Williams 3911 34th Street Tampa, Florida 33610
TWIN CITIES, MINN.	L. G . Leverett 3605 Clinton Avenue Minneapolis, Minn. 55409	Bailey L. Morris 411 Mackubin Street St. Paul, Minn. 55103
WASHINGTON, D. C. 817 Que Street, N.W. * Washington, D. C. 20001 Phone: 202 HO. 2-7367	G. A. Slade 429 Kenyon Street, N.W. Washington, D. C. 20010 202 TU. 2-5190	O. A. James 651 E. Street, N.E. Washington, D. C. 20002

* HEADQUARTERS

BSCP CANADIAN DIVISIONS - CPR SLEEPING CAR

DIVISION	PRESIDENT	SECRETARY-TREASURER
MONTREAL, QUEBEC	M. D. Dash 2186 Addington Ave. Montreal 28, Quebec Phone: 514 HU. 6-6580	G. W. Farray 1874 Bagan Ave. Montreal 20, Quebec 514 PO. 7-0437
TORONTO, ONTARIO	J. W. Jackson R. R. # 2 Aurora, Ontario	Leo Chevalier 528 Ridelle Avenue Toronto 19, Ontario Phone: 416 RU 9-4034
VANCOUVER, B.C.	O. L. Holmes 1775 Holdom Ave., N. Burnaby, B. C. Phone: 604-299-4248	Ernest Lawrence 3696 E. Georgia Street Vancouver 6, B. C. 604 CY 9-6707
WINNIPEG, MANITOBA	J. W. Simmons 156 Austin St., Suite 6 Winnipeg 4, Manitoba	A. L. Bennett 1233 Selkirk Avenue Winnipeg 14, Manitoba
INTERNATIONAL FIELD REPRESENTATIVE DOMINION OF CANADA		Arthur R. Blanchette 1410 Stanley Street Montreal 2, Canada Phone: 514 VI 5-9791

****

****

BSCP DIVISIONS - ATTENDANTS

DIVISION	LOCAL CHAIRMAN	SECRETARY-TREASURER
PENNSYLVANIA LOCAL #1 New York, N.Y.	L. R. Turner 357 Edgecombe Avenue New York, New York 10031 Phone: 368-5808	W. H. Tate 561 West 147th Street, #34 New York, New York 10031 286-5075
SEABOARD COAST LINE Jacksonville, Fla.	James W. Cohen, Sr. 1736 University Street Jacksonville, Fla. 32209 Phone: 904-355-8250	Vincent J. Williams 1659 University Street Jacksonville, Fla. 32209 & P/O Box 2712 Jacksonville, Fla. 32203
CHICAGO, BURLINGTON & QUINCY 3947 Drexel Boulevard * Chicago, Illinois 60653 Phone: 312 KE 8-3100	Godley V. Yearby 727 E. 60th Street, #156 Chicago, Illinois 60637	Louis S. Wagner *

* HEADQUARTERS

BSCP DIVISIONS - TRAIN PORTERS

DIVISION	GENERAL CHAIRMAN	LOCAL CHAIRMAN	SECRETARY-TREASURER
SEABOARD COAST LINE Richmond, Va.	Clement J. Smith 2007 North Avenue Richmond, Va. 23222 Phone: 703 MI 8-2504	Elijah Parker 3011 Montrose Ave. Richmond, Va. 23222	George C. McNair 1812 Broadell Drive Fayetteville, N.C. 28301
BALTIMORE & OHIO Baltimore, Md.		C. H. Bass 1913 Mulberry St. Balti., Md. 21223 Phone: 301 CE 3-3419	Theartis Mitchell 2131 Chelsea Terrace Balti., Md. 21216 301 WI 7-1302
CHESAPEAKE & OHIO Hinton & Huntington West Va.	Frank W. Campbell 2814 18th St., N.E. Washington, D.C.20018 Phone: 202-832-7287	E. R. Ramsey 1339 8th Avenue Huntington, W. Va.25701	Thomas R. Martin 506 Nicholson Street Washington, D.C. 20011
MISSOURI PACIFIC Little Rock, Ark. Local #5		V. L. Johnson 1001 W. 24th St. Little Rock, Ark.72206	Wm. V. Fairchild P.O. Box 243 Poplar Bluff, Mo.63901
NORFOLK & WESTERN		W. A. Bowling 1201 Staunton Ave., NW Roanoke, Va. 24017	Cortez R. Law 813 Vinson Street Williamston, W.Va. 25661
SANTA FE SYSTEM LOCAL Kansas City, Mo.		C. L. Brown 2637 Tracey Ave. Kansas City, Mo. 64108 816 VI 2-9027	W. W. Seymour 5253 Thrill Place Denver, Colo. 80207
SOUTHERN PACIFIC El Paso, Texas		Claude Haywood 3229 Gateway, W. El Paso, Texas 79903	Ralph Smith 302 No. Cebeda St. El Paso, Texas 79905
ST. LOUIS SOUTHWESTERN & COTTON BELT - Local 7B Kansas City, So.		H. P. Lucien 1240 Oakland Street Shreveport, La. 71101	Franklin D. Tilley 3812 Montgall Ave. Kansas City, Mo. 64128
TEXAS & NEW ORLEANS Ennis, Texas		Clyde Lewis 1010 Iowa Street San Antonio, Tex. 78203	Robert F. Fields 1111 Virginia Blvd. San Antonio, Tex. 78203
UNION PACIFIC LOCAL Omaha, Nebraska	Milton Stromile 2919 North 28th St. Omaha, Nebraska 68111		James Woods 2717 Bristol Street Omaha, Nebraska 68111

BSCP LOCAL DIVISIONS-TRAIN PORTERS
LOCAL CHAIRMEN

SEABOARD COAST LINE

DIVISION	LOCAL CHAIRMAN	
Florence, S.C.	Arthur Bowers	716 Carver Street, Florence, S.C. 29501 Phone: 803-669-8578
Jacksonville, Fla.	Charles F. Jones - Local Sec'y-Treas.	2816 Woodlawn St., Jack'ville, Fla. 32209

****

SANTA FE SYSTEM LOCAL

DIVISION	LOCAL CHAIRMAN	
Chicago, Ill.	R. L. Hollowell	400 East 33rd St., Chicago, Ill. 60616
Kansas City, Mo.	E. S. Garth	3032 E. 21st St., Kansas City, Mo. 64127
Newton, Kansas	J. D. Taylor	426 Grandview St., Newton, Kansas 67114
La Junta - Denver	A. L. Woolfolk, Jr.	2665 Olive St., Denver, Colo. 80207
Ft. Worth-Cleburne	Obie Wright	P/O Box 404, Ft. Worth, Texas 76101
Albuquerque	J. J. Smith	916 John St., S.E., Albuquerque, New Mexico 87102
Winslow	I. W. Bonds	414 West 1st Street, Winslow, Ariz. 86047
Los Angeles	E. Whitlow	1142 Wotkyns Drive, Pasadena, Calif. 91103
Oakland	O. Creer	1010 25th Ave., Oakland, Calif. 94601
Amarillo		

****

UNION PACIFIC

DIVISION	LOCAL CHAIRMAN	
Denver, Colo.	W. W. Seymour	5253 Thrill Place, Denver, Colo. 80207
Pocatello, Idaho	Charles F. Woods	945 North 9th Avenue, Pocatello, Idaho 83201
Los Angeles, Calif.	A. D. Rainwater	4103 S. Halldale Avenue, Los Angeles, Calif. 90062
Portland, Oregon	McKinley Williams	5036 N. E. 28th Avenue, Portland, Oreg. 97211

BROTHERHOOD OF SLEEPING CAR PORTERS

INTERNATIONAL EXECUTIVE BOARD

C. L. Dellums, Chairman	Brotherhood of Sleeping Car Porters 1716-18 Seventh Street Oakland, California 94607
T. D. McNeal, Secretary	Brotherhood of Sleeping Car Porters 3412 North Union Boulevard St. Louis, Missouri 63115
William H. Bowe	Brotherhood of Sleeping Car Porters 217 West 125th Street New York, New York 10027
A. R. Blanchette	Brotherhood of Sleeping Car Porters 1410 Stanley Street Montreal 2, Canada
A. R. Dailey	Brotherhood of Sleeping Car Porters 3412 North Union Boulevard St. Louis, Missouri 63115
Benjamin F. McLaurin	Brotherhood of Sleeping Car Porters 217 West 125th Street New York, New York 10027
W. C. Isaacs	5738 South Van Ness Avenue Los Angeles, California 90062
Clement J. Smith	2007 North Avenue Richmond, Virginia 23222

****
****

INTERNATIONAL OFFICERS

A. Philip Randolph
International President Emeritus
217 West 125th Street
New York, New York 10027

T. D. McNeal
International Vice President
3412 North Union Boulevard
St. Louis, Missouri 63115

C. L. Dellums
International President
1716-18 Seventh Street
Oakland, California 94607

William H. Bowe
International Secretary-Treasurer
217 West 125th Street
New York, New York 10027

1969

EXECUTIVE BOARD

BROTHERHOOD OF SLEEPING CAR PORTERS

A. R. Blanchette	Brotherhood of Sleeping Car Porters 1410 Stanley Street Montreal 2, Quebec
A. R. Dailey	Brotherhood of Sleeping Car Porters 3412 N. Union Boulevard St. Louis, Missouri 63115
W. H. Bowe	Brotherhood of Sleeping Car Porters 217 West 125 Street New York, N. Y. 10027
C. L. Dellums	Brotherhood of Sleeping Car Porters 1716-18 Seventh Street Oakland, California 94607
W. C. Isaacs, Jr.	5738 So. Van Ness Avenue Los Angeles, California
B. F.McLaurin	Brotherhood of Sleeping Car Porters 217 West 125 Street New York, N. Y. 10027
C. J. Smith	2007 North Avenue Richmond, Virginia 23222

ASA PHILIP RANDOLPH

SUBJECT FILE BROTHERHOOD OF SLEEPING
CAR PORTERS

Local Divisions
Pullman - Lists

Undated

RAILROADS

EASTERN ZONE

-NO- W. S. Baker
Assistant Vice-President
ATLANTIC COAST LINE RAILROAD COMPANY
Wilmington, North Carolina

-NO- R. L. Harvey
Manager, Labor Relations
THE BALTIMORE AND OHIO RAILROAD COMPANY
Baltimore 1, Maryland

-NO- B. B. Bryant
Assistant Vice President-Labor Relations
THE CHESAPEAKE AND OHIO RAILWAY COMPANY
Richmond 10, Virginia

-NO- F. Diegtel
Assistant General Manager
THE DELAWARE, LACKAWANNA AND
WESTERN RAILROAD COMPANY
140 Cedar Street
New York 6, New York

-NO- ~~G. C. White~~ T.J. SANOK
Assistant to Vice President
ERIE RAILROAD COMPANY
Midland Building
Cleveland 15, Ohio

-NO- C. L. Wagner
Chief of Personnel
LEHIGH VALLEY RAILROAD COMPANY
143 Liberty Street
New York 6, New York

CHICAGO ZONE

-O- J. N. Landreth
General Manager-Eastern Lines
THE ATCHISON, TOPEKA AND SANTA FE
RAILWAY COMPANY
Ninth and Jackson Streets
Topeka, Kansas

-O- G. R. Buchanan
General Manager, Western Lines
THE ATCHISON, TOPEKA AND SANTA FE
RAILWAY COMPANY
Ningh and Polk Streets
Amarillo, Texas

CHICAGO ZONE (con't.)

-NO- R. D. Shelton
General Manager-Coast Lines
THE ATCHISON, TOPEKA AND SANTA FE
RAILWAY COMPANY
121 East Sixth Street
Los Angeles, California

-O- G. R. Buchanan
Vice President and General Manager
PANHANDLE AND SANTA FE RAILWAY COMPANY
Ninth and Polk Streets
Amarillo, Texas

-O- L. M. Olson
Vice President and General Manager
GULF, COLORADO AND SANTA FE
RAILWAY COMPANY
Union Station Building
Galveston, Texas

-NO- J. E. Wolfe
Assistant Vice President-Labor Relations
BURLINGTON LINES
547 West Jackson Boulevard
Chicago 6, Illinois

-NO- G. E. Morgan
Chief Personnel Officer
CHICAGO & EASTERN ILLINOIS RAILROAD
332 South Michigan Avenue
Chicago 4, Illinois

-NO- C. P. Downing
Assistant to Vice President
CHICAGO, MILWAUKEE, ST. PAUL AND
PACIFIC RAILROAD COMPANY
716 Union Station Building
Chicago 6, Illinois

-NO- T. M. Van Patten
Director of Personnel
CHICAGO AND NORTH WESTERN RAILWAY SYSTEM
400 West Madison Street
Chicago 6, Illinois

EASTERN ZONE

R. W. Pickard, Director
Labor Relations & Personnel
NEW YORK, NEW HAVEN AND HARTFORD
RAILROAD COMPANY
71 Meadow Street
New Haven 6, Connecticut

J. W. Oram

BEST COPY AVAILABLE

DOCUMENT IS DAMAGED IN THE ORIGINAL

CHICAGO ZONE (con't.)

-NO- E. B. Herdman
Director of Personnel
THE DENVER AND RIO GRANDE
WESTERN RAILROAD COMPANY
P. O. Box 5482
Denver 17, Colorado

-NO- G. P. Brock
Executive Vice-President and General Manager
GULF, MOBILE AND OHIO RAILROAD COMPANY
Mobile 5, Alabama

-NO- W. G. Anderson, Manager
SOO LINE RAILROAD
First National Soo Line Building
Minneapolis 2, Minnesota

-NO- ~~E. H. Bailey~~ C. H. Burnett
General Manager~~, Eastern District~~
UNION PACIFIC RAILROAD COMPANY
1416 Dodge Street
Omaha 2, Nebraska

PACIFIC COAST ZONE

-NO- K. K. Schomp
Manager of Personnel
SOUTHERN PACIFIC COMPANY
65 Market Street
San Francisco 5, California

-NO- W. A. Tussey
Assistant to General Manager -
Labor Relations
THE WESTERN PACIFIC RAILROAD COMPANY
526 Mission Street
San Francisco 5, California

DETROIT-PITTSBURGH ZONE
(Canadian Railroads)

T. P. James, Manager
CANADIAN PACIFIC RAILWAY COMPANY
Montreal 3, Quebec, Canada

J. F. Cooper, General Manager
NORTHERN ALBERTA RAILWAYS COMPANY
Edmonton, Alberta, Canada

ST. LOUIS-SOUTHWESTERN ZONE

-NO- C. W. Ruffner
Assistant to General Manager
FORT WORTH AND DENVER RAILWAY COMPANY
Fort Worth, Texas

-NO- R. E. Lorentz
Manager of Personnel
ILLINOIS CENTRAL RAILROAD
135 East Eleventh Place
Chicago 5, Illinois

-O- T. ~~Short~~ B. W. Smith.
Chief Personnel Officer
MISSOURI PACIFIC LINES
St. Louis 3, Missouri

-O- R. P. Love
Assistant Chief Personnel Officer
INTERNATIONAL GREAT NORTHERN RAILWAY CO.
Palestine, Texas

-O- D. E. Farrar
Assistant to President
THE KANSAS CITY SOUTHERN RAILWAY COMPANY
Kansas City 5, Missouri

-O- A. F. Winkel, Assistant General Manager
MISSOURI-KANSAS-TEXAS RAILROAD COMPANY
Dallas 2, Texas

-O- H. L. ERWIN
~~L. G. Albert~~, Manager
Department of Personnel
ST. LOUIS, SOUTHWESTERN RAILWAY LINES
Tyler, Texas 1517 W. FRONT St.

-O- E. B. Kvsh, Manager
Department of Personnel
TEXAS AND NEW ORLEANS RAILROAD COMPANY
Houston 1, Texas

-O- G. R. French, Director of Personnel
THE TEXAS AND PACIFIC RAILWAY COMPANY
Texas and Pacific Building
Dallas 2, Texas

-NO- C. A. Johnston
Vice President and General Manager
WABASH RAILROAD COMPANY
Railway Exchange Building
St. Louis 1, Missouri

-NO- F. J. Boeckelman
Manager, Employe Relations
THE PULLMAN COMPANY
~~Merchandise Mart Plaza~~ 165 N. Canal S
Chicago ~~54~~, 6 Illinois

PRESIDENT, BSCP, AFL-CIO

BSCP DIVISIONS - PULLMAN

Secy-Treas BSCP, AFL-CIO

DIVISION	PRESIDENT	SECRETARY-TREASURER
Atlanta, Ga.	Thomas W. Culpepper 942 Parsons St., S.W. Atlanta, Ga. 30314	Henry B. McConnell 267 Bowen Circle, S.W. #3 Atlanta, Ga. 30315
Baltimore, Md.	J. R. Merritt 1416 Rosedale St. Baltimore, Md. 21216	Troy Brailey 2405 Baker St. Baltimore, Md. 21216
Chicago, Ill. **3947 Drexel Boulevard Chicago, Illinois 60653	Leroy J. Shackelford, Jr. "	U. C. Crowder "
Cincinnati, Ohio	G. G. Bea 3512 Beldare Ave. Cincinnati, Ohio 45220	Eddie Carter 1918 Kinney Ave. Cincinnati, Ohio 45207
Dallas, Texas	A. E. Green 1402 Iowa Avenue Dallas, Texas 75216	John Taylor 1616 S. Haskell St. Dallas, Texas 75223
Denver, Colo.	Hayward Doyle 2830 Vine Street Denver, Colo. 80205	J. H. Jones 2013 Emerson Street Denver, Colo. 80265
Detroit, Mich. **1308 Broadway, Rm. 305 Detroit, Michigan 48226	S. J. Whitaker "	Bennie Smith "
Ft. Worth, Texas	W. L. Thomas 953 E. Terrell Ave. Ft. Worth, Texas 76104	R. L. Campbell 5809 Maceo Lane Ft. Worth, Texas 76112
Houston, Texas	T. H. McGowan 3318 Simmons Street Houston, Texas 77004	Clement L. Smith 4601 Rawley Avenue Houston, Texas 77020
Indianapolis, Ind.	E. D. Bowser 4018 Byrem Ave. Indianapolis, Ind. 46205	A. M. McKinney 337 W. 44th Street Indianapolis, Ind. 46208
Jacksonville, Fla. **823 Davis St., Rm. $4	Samuel Harper 3704 Pearce Street Jacksonville, Fla. 32209	Andrew Burwell 6065 Kinnon Drive Jacksonville, Fla. 32209
Jersey City, N.J.	W. S. Fant 258 Clerk Street Jersey City, N.J. 07304	G. L. Valentine 169 Wilkinson Ave. Jersey City, N.J. 07305
Kansas City, Mo.	J. W. Wesson 4115 Park Kansas City, Mo. 64130	R. M. Willis 2644 Park Kansas City, Mo. 64127

**Headquarters

BSCP DIVISIONS - PULLMAN

DIVISION	PRESIDENT 1618½ W. 46 St.	SECRETARY-TREASURER
Los Angeles, Calif. **4006½ So. Central Ave. Los Angeles, Calif.90011	W. T. Nickleberry ~~5125 McKinley Ave.~~ Los Angel.,Calif.~~90011~~	L. B. Thompson 3685 2nd Avenue Los Angeles, Calif. 90018
Louisville, Ky.	C. H. Hendricks 2510 W. Walnut St. Louisville, Ky.40212	F. C. Rush 2627 W. Chestnut St. Louisville, Ky. 40211
New Orleans, La. **503½ So. Rampart St. New Orleans, La. 70113	E. G. Hayes 912 Forshey St. New Orleans, La.70118	C. M. Lester 1558 Senate St. New Orleans, La. 70122
New York, N.Y. **217 West 125th St. New York, N.Y. 10027	A. Philip Randolph "	William H. Bowe "
Oakland, Calif. **1716 Seventh Street Oakland, Calif. 94607	C. L. Dellums "	C. L. Dellums "
Omaha, Nebraska	Frank Sanders 2234 Ohio Street Omaha, Nebraska 68110	Cletus Willis 2025 Ohio Street Omaha, Nebraska 68110
Philadelphia, Pa.	L. R. Williams 322 North 42nd St. Phila., Pa. 19104	C. N. Walker 2421 W. Cumberland St. Phila., Pa. 19132
Pittsburgh, Pa.	A. C. Walker 7921½ Tioga Street Pitts., Pa. 15208	McNeal Bolden 7217 Monticello St. Pitts., Pa. 15208
Portland, Oregon	B. Johns 4325 N. E. Rodney St. Portland, Oregon 97211	J. D. Leftridge 52 N. E. Sacramento St. Portland, Oregon 97212
Richmond, Va.	M. D. Stone 105 Yancy Street Richmond, Va. 23222	W. E. Lewis 603 North 33rd Street Richmond, Va. 23223
Salt Lake City, Utah	R. Bridgeforth 542 Oakley St. Salt Lake City, Utah 84116	O. C. Jackson 824 So. 3rd East St. Salt Lake City, Utah 84102
San Antonio, Texas **624 So. Pine Street San Antonio, Tex. 78203	W. H. White 723 So. Pine Street San Antonio, Tex. 78203	J. B. Caviness 907 Iowa Street San Antonio, Tex. 78203
Seattle, Wash.	Charles E. Etheridge 313 19th Avenue Seattle, Wash. 98122	J. P. Young 2443 E. Aloha St. Seattle, Wash. 98102

**Headquarters

BSCP DIVISIONS - PULLMAN

DIVISION	PRESIDENT	SECRETARY-TREASURER
St. Louis, Missouri **3412 No. Union Blvd. Gateway National Bank Bldg. St. Louis, Missouri 63115	T. D. McNeal	T. D. McNeal
Tampa, Florida	Matthew Gregory 4006 Nassau Street Tampa, Florida 33607	J. P. Williams 3911 34th Street Tampa, Florida 33610
Twin Cities, Minn.	L. G. Leverett 3605 Clinton Avenue Mineapolis, Minn.55409	Bailey Morris 411 Mackubin Street St. Paul, Minn. 55103
Washington, D. C. **817 Que Street, N. W. Washington, D.C.	G. A. Slade 429 Kenyon St., N.W. Washington, D.C. 20010	O. A. James 651 E. Street, N.E. Washington, D.C. 20002

****

BSCP CANADIAN DIVISIONS - CPR SLEEPING CAR

Montreal, Quebec	~~J. M. Sealy~~ M. D. Dash ~~2098 Papineau Street~~ ~~Ville Jacques Cartier~~ ~~Quebec, Canada~~	P. J. Jennings 1857 Manseu Blvd. Ville Jacques Cartier 23 Quebec, Canada
Toronto, Ontario	~~J. A. Jackson~~ ~~R. R. #2~~ ~~Aurora, Ontario~~	~~L. Chevalier~~ ~~528 Ridelle Avenue~~ ~~Toronto, Ontario~~
Vancouver, B. C.	O. L. Holmes 1775 Holdom Ave. No. Burnaby, B. C.	Ernest Lawrence 3696 E. Georgia St. Vancouver 6, B.C.
Winnipeg, Manitoba	J. W. Simmons 156 Austin St. Suite 6 Winnipeg 4, Manitoba	A. L. Bennett 1233 Selkirk Ave. Winnipeg, Manitoba
International Field Representative Dominion of Canada		Arthur R. Blanchette 1410 Stanley Street Montreal 2, Canada

arcus
M. D. Dash
2186 Addington Ave
Montreal Quebec

BSCP DIVISIONS - TRAIN PORTERS

DIVISION	GENERAL CHAIRMAN	SECRETARY*TREASURER
Atlantic Coast Line Richmond, Va.	Clement J. Smith 2007 North Avenue Richmond, Va. 23222	George C. McNair 1812 Broadell Drive Fayetteville, N.C.28301
Baltimore & Ohio Baltimore, Md.	C. H. Bass 1913 W. Mulberry St. Baltimore, Md. 21223	Theartis Mitchell 2131 Chelsea Terrace Baltimore, Md. 21216
Chesapeake & Ohio Hinton & Huntington W. Va.	Frank W. Campbell 713 First Street, N.W. Washington, D.C. 20001	T. R. Martin 506 Nicholson St. N.E Washington, D.C. 20011
Missouri Pacific Local #5 Little Rock, Ark.	V. L. Johnson 1001 W. 24th St. Little Rock, Ark. 72206	Wm. V. Fairchild P/O Box 243 Poplar Bluff, Mo.63901
Santa Fe System Local Kansas City, Mo.	C. L. Brown 5645 Montgall Ave. Kansas City, Mo. 64130	W. W. Seymour 5253 Thrill Place Denver, Colo. 80207
Souther Pacific El Paso, Texas	Claude Haywood 3229 Gateway, W. El Paso, Texas 79903	Ralph Smith 302 N. Cebeda St. El Paso, Texas 79905
St. Louis Southwestern & Cotton Belt-Local 7B Kansas City Southern	H. P. Lucien 1240 Oakland Street Shreveport, La. 71101	F. D. Tilley 3812 Montgall Avenue Kansas City, Mo. 64128
Texas & New Orleans Ennis, Texas	Clyde Lewis 1010 Iowa Street San Antonio, Tex. 78203	Robert F. Fields 1111 Virginia Blvd. San Antonio, Tex. 78203
Union Pacific Local Omaha, Nebraska	Andrew Woods 2816 Wirt Street Omaha, Nebraska 68111	James Woods 2717 Bristol Street Omaha, Nebraska 68111

BSCP DIVISIONS - ATTENDANTS

DIVISION	CHAIRMAN	SECRETARY-TREASURER
Pennysylvania-Local #1 New York, N.Y.	L. H. Greene, Jr. 412 Union Avenue Mt. Vernon, N.Y. 10553	H. L. Branch 342 E. Clinton Avenue Roosevelt, Long Ild.11575
Atlantic Coast Line Jacksonville, Fla.	James W. Cohen, Sr. 1736 University St. Jacksonville, Fla.32209	Alphonso Duncan 1735 West 5th Street Ocala, Fla. 32670
Ft. Worth & Denver Ft. Worth, Texas	Leroy Oliver, Sr. 2899 Hudson Street Denver, Colo. 80207	Luevester Drake 5613 Victoria Place Ft. Worth, Texas 76112
Chicago, Burlington & Quincy Chicago, Illinois	C. N. Beatie 3947 Drexel Boulevard Chicago, Ill. 60653	Louis S. Wagner 3947 Drexel Boulevard Chicago, Ill. 60653

BROTHERHOOD OF SLEEPING CAR PORTERS

INTERNATIONAL EXECUTIVE BOARD

C. L. Dellums, Chairman	Brotherhood Sleeping Car Porters 1716 Seventh Street Oakland, California 94607
T. D. McNeal, Secretary	Brotherhood of Sleeping Car Porters 3412 North Union Boulevard St. Louis, Missouri 63115
A. R. Blanchette	Brotherhood of Sleeping Car Porters 1410 Stanley Street Montreal 2, Canada
William H. Bowe	Brotherhood of Sleeping Car Porters 217 West 125th Street New York, New York 10027
A. R. Dailey	Brotherhood of Sleeping Car Porters 3412 North Union Boulevard St. Louis, Missouri 63115
G. C. Garran	Brotherhood of Sleeping Car Porters 503½ South Rampart Street New Orleans, Louisiana 70113
W. C. Isaacs, Jr.	5738 South Van Ness Avenue Los Angeles, California
James Martin	601 East 90th Place Chicago, Illinois 60619
Benjamin F. McLaurin	Brotherhood of Sleeping Car Porters 217 West 125th Street New York, New York 10027
A. Philip Randolph	Brotherhood of Sleeping Car Porters 217 West 125th Street New York, New York 10027
Bennie Smith	Brotherhood of Sleeping Car Porters 1308 Broadway, Room 305 Detroit, Michigan 48226
Clement J. Smith	2007 North Avenue Richmond, Virginia 23222

NEW YORK EXECUTIVE BOARD

1. William L. Anderson, 210 P West 153 Street, Apt. 4B, NYC ✓
2. William H. Bowe, 52 West 130 Street, NYC ✓
3. O. W. Bynum, 123 Gates Avenue, Brooklyn, N. Y. ✓
4. H. E. Jones, 821 E. 166 Street, Bronx, N. Y. ✓
5. David LaRoche, 35 St. Nicholas Terrace, Apt. 22, NYC ✓
6. B. F. McLaurin, 64 West 124 Street, Apt. 2D ✓
7. William C. Mills, 145-11 Linden Blvd., Jamaica, L.I., NY ✓
8. Harry A. Rock, 200 West 145 Street, Apt. 11, NYC ✓
9. W. H. Sanders, 30 McCombs Place, Apt. 44, NYC ✓

OFFICE STAFF ✓

1. Mr. & Mrs. Theodore Brown, 480 Convent Avenue, Apt. 2, NYC (31) ✓
2. Miss Eugenie Pemberton, 114-53 174 Street, St. Albans 12, N.Y. ✓
3. Mr. & Mrs. Clifford Bowens, 334 E. 35 Street, Brooklyn, N. Y. ✓
4. Mr. & Mrs. C. E. Davis, 4 Remington Terrace, New Rochelle, N.Y. ✓
5. Miss Mignonette Rodwell, 909 Kelly Street, Apt. 55, Bronx 56, N. Y. ✓
6. Mr. & Mrs. George Miller, 31-11 99 Street, East Elmhurst, L.I. ✓
7. Mr. & Mrs. Winston St. Hill, 154 S. 10th Avenue, Mt. Vernon, N.Y. ✓
8. Mr. & Mrs. Julius Richardson, 2265 Fifth Avenue, Apt. 11D, N. Y.(35) ✓
9. Miss Muriel Chadwick, 26 Dewey Place, Brooklyn, N. Y. (33) ✓
10. Miss Anne Booker, 16 Oak Place, Montclair, N.J. ✓
11. Mr. & Mrs. Raymond Wilds, 1855 Seventh Avenue, Apt. 40, NYC (26) ✓
12. Miss Alice Lorand, 111-73 145 Street, Jamaica 4, N.Y. ✓
13. Mr. & Mrs. Squire R. Porter, 683 Eagle Avenue, Bronx, N.Y. ✓
14. Miss Alma Bell, 335 S. 7th Avenue, Mt. Vernon, N.Y. ✓
15. Mr. J. Houston, 2040 Seventh Avenue, Apt. 30, c/o Thompson, NYC ✓
16. Mr. Johnnie Hughes, 217 West 125 Street, Rm. 301, NYC (27) ✓
17. Miss Dorothy Allison, 653 1st Street, Hoboken, N. J. ✓
18. Alfred Totten, 408 West 130 Street, Apt. 67, NYC 27 ✓
19. H. M. Livingston, 500 West 164 Street, Apt. 1, NYC ✓

INTERNATIONAL EXECUTIVE BOARD

1. Ashley L. Totten, International Secretary-Treasurer-217 West 125 Street, NYC
2. Milton P. Webster, International Vice-President, 3947 Drexel Blvd., 2nd Fl., Chicago, Ill.
3. Bennie Smith, International Vice-President, 1308 Broadway, Detroit, Michigan
4. E. J. Bradley, International Vice-President, 11 N. Jefferson Street, St. Louis, Mo.
5. C. L. Dellums, International Vice-President, 1716 Seventh Street, Oakland, Calif.
6. T. T. Patterson, Secretary, International Executive Board, 217 West 125 Street, N.Y.C.
7. A. R. Dailey, 408 W. Bell Place, St. Louis, Missouri
8. Henry Yates, 12708 Imperial Avenue, Cleveland, Ohio
9. John C. Mills, R-3, Box 60, Mason, Wisconsin
10. G. C. Garren, 1679 N. Roman, New Orleans, La.
11. James A. White, 1771½ W. 35 Street, Los Angeles, Calif.
12. James Martin, 3528 Ellis Avenue, Chicago, Illinois

BROTHERHOOD DIVISIONS (SLEEPING CAR)

DIVISION	PRESIDENT	SECRETARY-PRESIDENT
Albany, N. Y.	J. R. DeBoe 282 Livingston Avenue	Morgan C. Williams 18 Ten Broeck Place
Asheville, N.C. 49½ Beech Hill*	L. S. Thomas 90 Congress Street	C. A. McClelland 39 Walton Street
Atlanta, Ga.	Thomas W. Culpepper 942 Parsons Street-S.W.	J. C. McFarlin 117 Chestnut Street-S.W.
Augusta, Ga.	W. J. Thompson 1101 Pine St.	A. R. Johnson 1311 12th Street
Baltimore, Md. 1334 Pennsylvania Ave.*	J. W. Tate 1217 E. Preston Street	C. P. Harris 1208 N. Stricker Street
Birmingham, Ala. 402½ 15th Street-N.*	Willie Richardson 5421 Avenue H.	Frank Howard 1237 N. 4th Street
Boston, Mass. 158 W. Springfield Street*	J. L. Williams 89 Jerome Street West Medford 55, Mass.	L. D. Stone 7 Columbus Square
Buffalo, N. Y. 211 Hickory Street*	M. A. White 34 Walnut Street	Vassar Evans 293 Broadway
Charleston, S. C.	O. C. Mack 2221 Harden Street Savannah, Ga.	A. M. McCottry 35 Percy Street Charleston, S. C.
Chattanooga, Tenn.	M. Moore 1412 College Street	S. Wood 1020 East 10 Street
Chicago, Illinois Kenwood 8-3100	Milton P. Webster 3947 Drexel Blvd. 2nd Fl.	Ernest Smith 3947 Drexel Blvd. 2nd Fl.
Cincinnati, Ohio	Leon Carter R. R. 336-Box 190A	Sylvester F. Smith 845 Oliver Street
Cleveland, Ohio 2409 East 55 Street*	C. S. Wells 1523 East Blvd	C. B. Carter 1007 East 99 Street
Columbus, Ohio	S. Hawkins 837 Atcheson Street	R. H. Latimer 455½ Taylor Avenue

*Headquarters

BROTHERHOOD DIVISIONS (SLEEPING CAR CONT'D)

Dallas, Texas	D. D. Dorsey 608 S. Hill Street	J. Taylor 1616 S. Haskell Avenue
Denver, Colo.	H. Doyle 2830 Vine Street	Walter Jones 3025 Welton StreeT
Detroit, Michigan WO 1-5695	Sidney J. Whitaker 5700 Wesson Avenue	Bennie Smith 1308 Broadway, Rm. 305
El Paso, Texas	H. L. Norris 3107 Oro Street	J. C. Martin 1301 E. San Antonio Street
Ft. Worth, Texas	W. L. Thomas 953 E. Terrell Avenue	A. Green 1216 E. Terrell Avenue
Houston, Texas	T. H. McGowan 3318 Simmons Street	George Gibson 3410 Webster Street
Indianapolis, Ind.	J. W. Drane 1070 W. 27 Street	R. A. Heston 1919 N. Capitol Avenue
Jacksonville, Fla. 823 Davis Street* Rm. 4	Samuel Harper ~~919 W. 11 Street~~ 919 Frazier Street	Andrew Burwell 1909 Venus Street
Jersey City, N.J.	W. S. Fant ~~H. W. Boulden~~ ~~75 A Oak Street~~ 95 ClareMonT ave	M. F. Cunningham 192 A Union Street
Kansas City, Mo. 1509 E. 18 Street	R. Norman 265 Parallel Avenue	J. W. Briscoe 1200 North Lynn
Little Rock, Ark. 821 State Street	P. A. Smith 1517 West 17 Street	~~J. C. Gray~~ F. Burroughs ~~1516 Bishop Street~~ 1418 W 14 St
Los Angeles, Calif.	James A. White 1771½ W. 35 Street	L. B. Thompson 3687 Second Avenue
Louisville, Ky.	C. H. Hendricks 2510 W. Walnut Street	F. C. Rush 1802 W. Chestnut Street
Memphis, Tenn.	H. F. Patton 776 Neptune Street	F. S. Newman 1101 Neptune Street
Mobile, Ala.	Connie Ferguson 622 N. Tonti Street New Orleans, La.	Walter Alexander, Jr. 3928 Erato Street New Orleans, La.

*Headquarters

BROTHERHOOD DIVISIONS (SLEEPING CAR CONT'D)

Montreal, Canada	L. Simmons 989 Lacasse Street	C. L. Roy 1216 Osborne Avenue Verdun, Canada
Montgomery, Ala.	E. D. Nixon 34 Clinton St.	
Nashville, Tenn.	J. Roland 1032 14th Avenue	J. R. Neely 1411 Phillips Street
New Orleans, La.	G. C. Garran 1679 N. Roman St.	C. M. Lester 2600 Robert Street
New York, N. Y.	A. Philip Randolph 217 West 125 Street	Ashley L. Totten 217 West 125 Street
Norfolk, Va. 626 Church Street*	J. E. Huntley 1021 Anderson Street	J. Moffatt 756 A Avenue
Oakland, Calif. Twinoaks 3-0894	C. L. Dellums 1716 Seventh Street	C. Crenshaw 1016 Apgar Street
Oklahoma City, Okla. 615 N.E. 4th Street*	C. J. Payne 2501 N.E. 12 Street	A. Stewart 718 N.E. 4th Street
Omaha, Nebraska 2124 N. 24 Street	John McDaniel 2815 Ohio Street	Taylor Murrell ~~2124 N. 24 Street~~ 4965 Jackson Street
Philadelphia, Pa. 1529 Bainbridge Street*	D. T. Ford 101 Lincoln Avenue Yeadon, Pa.	Courtney N. Walker 2421 West Cumberland Street
Pittsburgh, Pa.	A. C. Walker 7921½ Tioga Street	W. J. Thomas 1126 Wheeler Street
Portland, Oregon 2504 N. Williams Ave.*	E. Butler 62 N.E. San Rafael Street	J. D. Leftridge 52 N. E. Sacremento Street
Richmond, Va.	M. D. Stone 105 York Street	S. L. Fife 105 South First Street
Salt Lake City, Utah	O. Warren 160 E. Eight Street South	W. M. Gregory 164 Mead Avenue
San Antonio, Texas 624 South Pine Street*	G. W. Rainey 1444 Aransas Avenue	J. B. Caviness 907 Iowa Street

*Headquarters

BROTHERHOOD DIVISIONS (SLEEPING CAR CONT'D)

Seattle, Wash.	E. Henderson 121 28 Avenue N.	Julus Grasham 1525 29th Avenue
Shreveport, La.	E. A. Bryant 2852 Milam Street	W. Stewart 2008 Ashton Street
Spokane, Wash.	J. J. Johnson N. 4408 Post	N. A. Newton E. 2528 Fifth Avenue
St. Louis, Mo. Newstead 5458	E. J. Bradley 11 N. Jefferson Avenue	T. D. McNeal 11 North Jefferson Avenue
Tampa, Fla.	Matthew Gregory 2624 29th Avenue	John Jackson 916 2nd Avenue
Toronto, Canada	W. A. Scott 896 Danforth Avenue	Fred T. Winn 29 Mansfield Avenue
Twin Cities	L. G. Leverett 3605 Clinton Avenue Minneapolis, Minn.	Frank Boyd 443 Mackubin Street St. Paul 3, Minn.
Washington, D. C. 817 Que Street-N.W.*	A. C. Speight 4115 Lee Street-N.E.	B. W. Thomas 5112 Hayes Street-N.E.

BROTHERHOOD DIVISIONS (C.P.R. SLEEPING CAR)

Calgary, Alberta Canadian Pacific	O. L. Holmes 518 9th Avenue East	R. Williams 1408 3rd St. East
Montreal, Quebec Canadian Pacific	S. R. Lewis P. O. Box 181	Marcus D. Dash 950 LaPorte Avenue
Toronto, Ontario Canadian Pacific	S. G. Grizzle 235 Chisholm Avenue	Leo Chevalier 528 Ridelle Avenue
Vancouver, B.C. Canadian Pacific	Frank C. Collins 1745 Philip Avenue, N.	Ernest Lawrence 3696 Georgia St., East
Winnipeg, Manitoba Canadian Pacific	R. Jamerson 156 McFarlane Street	S. R. Guilberry 549 Selkirk Avenue
Field Organizer Dominion of Canada Wellington 0964	A. R. Blanchette 3164 St. Antoine Street Montreal, Quebec, Canada	

*Headquarters

TRAIN PORTERS' DIVISIONS

LOCAL	PRESIDENT	SECRETARY-TREASURER
Atlantic Coast Line #6 Richmond, Va.	Clement J. Smith 2007 North Avenue	George C. McNair 1245 West Cary Street
Norfolk & Wilmington	Roefield Harris 512 N. 6th Street Wilmington, N. C.	
Charleston & Columbia	A. L. Green 219 S. Ravenal Street Florence, S. C.	
Waycross	John Shields 509 E. Gaston Street Savannah, Ga.	
Montgomery	Charlie Lowe 14 Carle Street	
Jacksonville, Tampa & Ocala		Ray Johnson ~~Thomas S. Whited~~ ~~General Delivery~~ 503 N. Boyte St. Monroe, N. C.
Baltimore & Ohio Baltimore, Md.	Charles Daniels 1814 Madison Avenue	Fred Wilson 1355 North Carey Street 1834 Penna Avenue (H)
Central of Georgia Albany & Macon, Ga.	Henry N. McGriff 324 Cain Street, N.E. Atlanta, Ga.	J. B. Holsey 413 E. Jackson Street Albany, Ga.
Columbus, Ga.		
Chesapeake & Ohio Huntington & Hinton, W. Va.	A. L. Payne 537 Gresham Place, N.W.	H. R. Wilson ~~James Pankey~~ ~~Huntington, W. V.~~ Box 1- Talcott, W. Va.
Delaware, Lackawanna & Western	A. W. Terrell 300 Coolidge Avenue Englewood, N. J.	
Denver Rio Grande and Western	Robert C. Chatham 1700 E. 23 Avenue Denver, Colo.	
Fort Worth, & Denver City—Ft. Worth, Texas		Orian C. Loving 1208 East Cannon
Illinois Central #4 Memphis, Tenn.	A. G. Bailey 6439 St. Lawrence Ave. Chicago, 37, Illinois	W. E. Smith 3300 Law Street New Orleans 17, La.

(H) Headquarters

TRAIN PORTERS' DIVISIONS CONT'D.

International Great Northern #9 San Antonio, Texas	William Fields 516 Iowa Street	William Washington 1014 Dreiss Street
Lehigh Valley Jersey City, N.J.	William H. Bryant 379 Forest Street	
Missouri, Kansas & Texas #3 Denison, Texas	L. L. Mason 821 W. Johnson St.	A. F. Walker 615 W. Walker Street
Missouri Pacific #5 Little Rock, Ark.	Robert Gill 3527 LaClede Avenue St. Louis, 3, Missouri	Will Newton 1029 West 29 Street
Northern Alberta Railways Edmonton, Alberta, Canada	H. M. Walker 11408 91 Street	L. M. Heslep 12109 82 Street
Seaboard Air Line #1 Jacksonville, Fla.	Frank McCray ~~1618 West 9th Street~~ 1139 W. 10 St.	~~G. A. Lyons~~ John Williams, Jr ~~1165 West 9 Street~~ 211 East Nordien Ave
Richmond, Va. (Hamlet, N.C.)	J. R. Sanders 566 Charlotte Street Hamlet, N.C.	L. L. McNeill 1305 Holman Street Raleigh, N.C.
St. Louis Southwestern #2 Texarkana, Ark.	William Heintz 708 E. Washington Street Jonesboro, Arkansas	Richard J. Isbell 1020 Laurel Street Texarkana, Ark.
Texas & New Orleans (Southern Pacific)	Clyde Lewis 1010 Iowa Street San Antonio, Texas	W. E. Lucas 400 E. Gilmer Street Ennis, Texas
Texas & Pacific #2 Fort Worth, Texas	~~Perry Hollins~~ Lewis Williams ~~1500 New York Avenue~~ 1251 Evans Ave.	Frank Johnson 1212 E. Pulaski Street
Union Pacific #11 Omaha, Nebraska	Sidney Burnett 2205 Ohio Street	T. S. Phillips 2874 Corby Street.
A.C.L. Florence-Charleston		Joe Green 114 S. Marion St.

TRAIN PORTERS' DIVISIONS CONT'D

SANTA FE RAILROAD
(Atchison, Topeka and Santa Fe)

Albuquerque, New Mexico	William C. Berry 1116 North Second Street	J. W. Anderson 2440 Perea Road
Amarillo, Texas	Sherwood Moore Box 535 1409 North Hughes St.	Herbert C. Knighton North Heights Station 1504 North Hughes Street
Cleburne, Texas		Willie Combs 202 E. Robbins Street
Denver, Colorado	A. L. Woolfolk 2447 Emerson	W. W. Seymour 1445 W. Alice Place
El Paso, Texas	Edward Melton 3325 White Oaks	E. R. Smith 302 North Cebada Street
Kansas City, Mo.	F. D. Gregory 2123 Montgall	G. B. Garner 2033 E. 24 Street 1509 E. 18 Street (H)
Newton, Kansas	Ray O. Wagner 721 West 5 Street	Donald E. Kern 900 West 12 Street
Tucson, Arizona	Sutton Haynes 1303 East 22 Street	E. A. Woods 419 East 6 Street

(H) Headquarters

COLORED LOCOMOTIVE FIREMEN

LOCAL	PRESIDENT	CHAIRMAN	SECRETARY-TREASURER
Albany, Ga.			William Liferidge 204 S. Washington Street
Augusta, Ga.	John Tilman Jr. 840 Calhoun St.	Charles Pounds 1111 Roberts St.	Ben Rhodes 1349 11 Street
		Willie Curtis 1363 Dewitte St.	
Birmingham, Ala.	W. M. Merriweather 3445 31 Avenue N.		Casey V. Dixon 409 10 Avenue N.
			C. L. Lockett 1133 Thomas St.
Cedartown, Ga.			A. W. Douglas 123 Cedarhill St.
Charleston, S.C.	Moses Maxwell 65 South Street (27)		
Columbus, Ga.	W. L. Hillman 1806 2nd Street		W. J. Hines 1218 E. 7 Street
Columbus, Miss.	Eldrew J. Barron 724 N. 17 Street		Mack Murray 1824 N. 6th Avenue
Jackson, Tenn.			Millard Price 103 Dougherty Street
Jacksonville, Fla.	Julius Glass ~~719 W. Church~~ 415 Jefferson St		~~Joseph Robinson~~ William Pratt ~~Route 9, Box 36~~ 383 Elm Street
Macon, Ga.			A. C. Cain 214 S. Van Buren St.
Meridan, Miss.	George Sams		Eufala, Ala James Harris 3013 11 Avenue Ensaula, Ala.
Montgomery, Ala.	George Franklin 308 Underwood		
Rocky Mt., N.C.	H. A. Dawson 805 S. Grace St.		B. E. Horne 833 Garvis St.
Sanford, Fla.	Shade Randolph P. O. Box 577		James Minott 1111 W. 13 Street

COLORED LOCOMOTIVE FIREMEN

Lakeland, Fla.			L. J. Randolph 820 Northland Avenue
High Springs, Fla.			John Washington P. O. Box 547
Richmond, Va.			James Page 1141 Idlewood Avenue
Savannah, Ga.		B. T. Snowden 1017 E. Broad St.	Eugene Williams- 636 W. 35 St- ~~Dan Singletary~~ ~~622 W. 39 Street~~
Selma, Ala.		T. H. Woodyard 1513 St. Phillips St.	Willie Thompson 1610 First Street
Sumter, S.C.			Wheeler Bates 567 S. Sumter Street
Tampa, Fla.			J. W. Daniels 1208 Estelle Street
Thomasville, Ga.	John W. Carrington 1106 N. Oak Street		Jack Davies 622 W. Clay Street
Tuscaloosa, Ala.			W. H. Oliver 806 37th Avenue
Waycross, Ga.	V. D. Figgs 612 Eads Street		Jim Thomas 912 Jones Street
Wilmington, N.C.			W. J. James 1215 Castle Street

LADIES AUXILIARY TO THE BROTHERHOOD OF SLEEPING CAR PORTERS

DIVISION	PRESIDENT	SECRETARY-TREASURER
Albany, N. Y.		
Asheville, N.C.	Erline McQueen R.F.D. 2 Avon Rd.	Gertrude Epps 59 Congress Street
Atlanta, Ga.	Gertrude Ross 567 Pulliam Street-S.W.	Beatrice Traylor 953 Ashby Circle-N.W.
Baltimore, Md.	Jannie McGathon 1507 Edmondson Avenue	Eledith B. Peters 1635 West Lafayette Avenue
Birmingham, Ala.		
Boston, Mass.	Ada J. Barco 30 Braddock Park	Mary Riley 277A Walnut Avenue Roxbury, Mass.
Buffalo, N. Y.		
Chicago, Ill.	Halena Wilson 3947 S. Drexel Blv'd	Rose Davis ~~Ola Roberts~~ ~~350 East 56 Street~~ 3947 S. Drexel Blvd
Cincinnati, Ohio	Josephine Smith 446 Dayton Street	Johnetta Bea 2335 Concord Street
Cleveland, Ohio	Jennie Womble 10825 Grantwood Avenue	Vivian Comedy 3278 East 128 Street
Columbus, Ohio	Beatrice Smith 79 Burt Street	Irene Austin 1211 Atcheson
Dallas, Texas	Alberta Williams 4823 Dolphin Road	Chloe Baker 2905 Lagow Street
Denver, Colo.	Nannie M. Wells 3211 Race Street	Laura Jones 3025 Welton Street
Detroit, Michigan	Ida Whitaker 5700 Wesson Avenue	Marguerite E. House 251 Polk Street
El Paso, Texas	Annie M. Melton 3325 White Oaks Street	Thomye D. Jones 3232 Oro Street
Fort Worth, Texas	Lillian Brown 1204 East Hattie Street	Bertha Bell 1115 East Pulaski Street
Houston, Texas	Louise Myers 4614 Chisum Street	John Ethel White 3027 Brackenridge Street
Indianapolis, Ind.	Madeline Miller 866 West 25 Street	Hattie Davis 2266 ~~Kenwood Street~~ N. Kenwood Ave.

LADIES AUXILIARY TO THE BROTHERHOOD OF SLEEPING CAR PORTERS

DIVISION	PRESIDENT	SECRETARY-TREASURER
Jacksonville, Fla.	Julia Burwell 1909 Venus Street	Alberta Preston 1326 Groth Street
Jersey City, N.J.	Ada Parker ? 345 Forrest Street	SeBelle Cunningham 192a Union Street
Kansas City, Mo.	Carrie E. White 2703 East 25 Street	Mattie Bigham 1106 Garfield Street
Louisville, Ky.	Mable Reynolds ? 1434 S. Hancock Street	Willie Mae Rush 1802 W. Chester Street (3)
Los Angeles, Calif.	Emily A. Johnson ? 3029 Hillcrest Drive (16)	Cora Thomas 11915 Belhaven Drive
Memphis, Tenn.	Artie G. Nelson ? 971 North Manassas	Anna J. Parker 999 North Manassas
Minneapolis, Minn. St Paul, Minn ?	Harriet C. Jones 3624 Clinton Avenue	Leota Perkins ~~3624~~ Clinton Avenue S. 3620
Montgomery, Ala.		
Nashville, Tenn.	Minnie Alexander 1620A 14 Avenue N.	Ola Mai James 1514½ 14 Avenue N.
New Orleans, La.	Susanna D. Lester 2600 Roberts Street	Carrie J. Snype 2614 Amelia Street
New York, N. Y.	Ada V. Dillon 2315 Seventh Avenue (30)	Sara D. Harper 38 West 136 Street (30)
Norfolk, Va.	Amanda Jones 407 Carver Circle	Marie Moffatt 756 Avenue A
Oakland, Calif.	Elma Patrick ?	Erie J. Winn 2331 23 Avenue
Oklahoma City, Okla.	Cora E. Stewart 718 N.E. 4th Street	Eula Payne 2501 E. 12 Street
Omaha, Nebraska	Iola England ? 2201 Ohio Street	Neola Combs 2212 Lake Street
Philadelphia, Pa.	Lillian Collins 4808 Fairmont Avenue	Mary A. Morris 644 North 55 Street
Huntington, West Va	Mrs James Wilson 817 Seventh Ave	Mrs. E. Ramsey 817 Seventh Ave.

LADIES AUXILIARY TO THE BROTHERHOOD OF SLEEPING CAR PORTERS

DIVISION	PRESIDENT	SECRETARY-TREASURER
Pittsburgh, Pa.	Estelle Harris Blanks 621 Duff Street (19)	Florence Ball-Jones 7402 Susquehanna Street
Portland, Oregon	Maggie Friday 1319 N. Larrabee Street	Virgie Lee Tinsley 3734 S.W. Macadam
Richmond, Va.		Elizabeth McNeil 914 N. 5th Street
St. Louis, Mo.	Eunice Hurt 4450 Aldine Street	Ida Ruth Travis 4648 Cate Brilliante
Salt Lake City, Utah	Melva Davis 648 South 2nd, E.	Dyonisis Warren 160 E. 8 Street, S.
St. Paul, Minn.	Allie Mae Hampton ~~Ella Archer~~ ~~895 Rondo Avenue~~ 459 Fuller Ave	Lela M. Jackson 739 Rondo Avenue
San Antonio, Texas	Ella Williams 1812 Burnette Street	Fannie J. Caviness 209 Maryland Street
Seattle, Washington	Bernice Hall 1728 25 Avenue	Margaret Burrell 1809 25 Avenue
Shreveport, La.	Estelle Wilson 258 Webster Street	Lessie Lee Robinson 2000 Ashton Street
Tampa, Fla.	Ola Gregory ~~2604~~ 29th Avenue 2624½	Ella Johnson 810 Nassau Street
Toronto, Ontario (Pullman)	Hilda Carrington 226 Gladstone Avenue	Ethel Winn 29 Mansfield Avenue
Washington, D. C.	Elizabeth Craig 1321 Spring Road, N.W. (10)	Annie B. Littleton 1775 S Street, NW (9)

TRAIN PORTERS DIVISIONS

Parsons, Kansas	Mary Lee Davis 2129 Corning Street	Frances Howard 1515 Crawford Street

CANADIAN PACIFIC RAILROAD

Montreal, Quebec	Velmer King 2303 Marcil Ave-NDG (28)	Maisie D. Dash 950 Laporte Avenue
Toronto, Ontario	Louise Mitchell 28 Mitchell Avenue	Garda Chevalier 528 Ridelle Avenue
Vancouver, B.C.	Vera McFadden 111 West 5 Avenue	L. Washington 2218 E. 38 Avenue

SAMPLE SAMPLE SAMPLE SAMPLE SAMPLE

NEW YORK DIVISION

REGIONAL ZONE COMMITTEE:

W. H. Bowe - General Chairman
W. C. Mills - Vice-General Chairman
D. La Roche - Vice-General Chairman
C. E. Davis - Vice-General Secretary

ZONE I
West 110th Street to 119th Street
S. C. Mapp - Chairman
Committeemen:

ZONE II
West 120th Street to 129th Street
L. Broadus - Chairman
Committeemen:

ZONE III
West 130th Street to 139th Street
S. Jefferson - Chairman
Committeemen:

ZONE IV
West 140th Street to 149th Street
Marke Brown - Chairman
Committeemen:

ZONE V
West 150th Street to 159th Street
B. Jenkins - Chairman
Committeemen:

ZONE VI
West 160th Street to West 200th Street
M. N. Coleman - Chairman
Committeemen:

ZONE VII
BRONX East 136th Street to East 240th Street
J. W. Beddingfield, Chairman
Committeemen:

ZONE VIII
Brooklyn, New York
W. W. Simpkins - Chairman
Committeemen:

ZONE IX
Long Island City, Long Island, New York
R. E. Maultsby - Chairman
Committeemen:

ZONE X
Corona, Long Island, New York
R. Strayhand - Chairman
Committeemen:

ZONE XI
Jamaica, Long Island, New York
Zeddie Johnson - Chairman
Committeemen:

BROTHERHOOD OF SLEEPING CAR PORTERS

INTERNATIONAL EXECUTIVE BOARD

M. P. Webster, Chairman	Brotherhood of Sleeping Car Porters 3947 Drexel Boulevard Chicago 53, Illinois
T. D. McNeal, Secretary	Brotherhood of Sleeping Car Porters 11 North Jefferson Street St. Louis 3, Missouri
A. R. Blanchette	Brotherhood of Sleeping Car Porters 1410 Stanley Street Montreal 2, Quebec
Frank Boyd	443 Mackubin Street St. Paul 3, Minnesota
A. R. Dailey	Brotherhood of Sleeping Car Porters 11 North Jefferson Street St. Louis 3, Missouri
C. L. Dellums	Brotherhood of Sleeping Car Porters 1716 Seventh Street Oakland 20, California
G. C. Garran	4024 Paris Avenue New Orleans, Louisiana
James Martin	6632 Lafayette Avenue Chicago 21, Illinois
A. Philip Randolph	Brotherhood of Sleeping Car Porters 217 West 125 Street New York 27, N. Y.
Bennie Smith	Brotherhood of Sleeping Car Porters 1308 Broadway Detroit 26, Michigan
C. J. Smith	2007 North Avenue Richmond, Virginia
Ashley L. Totten	Brotherhood of Sleeping Car Porters 217 West 125 Street New York 27, N. Y.
W. C. Isaacs, Jr.	5738 So. Van Ness Avenue Los Angeles, California

BSCP DIVISIONS - PULLMAN

DIVISION	PRESIDENT	SECRETARY-TREASURER
ASHEVILLE, N. C.	Benjamin Dixon 153 Burton St. W. Asheville, N.C.	Harold F. Burton 20 East Lane Asheville, N. C.
ATLANTA, GA.	Thomas W. Culpepper 942 Parsons St., S.W. Atlanta 14, Ga.	J. C. McFarlin 277 Simmons Terrace, N.W. Atlanta 18, Ga.
BALTIMORE, MD.	Troy Brailey 2405 Baker St. Baltimore, Md.	J. R. Merritt 1416 Rosedale St. Baltimore, Md.
BIRMINGHAM, ALA.	Willie Richardson 5421 Avenue H Birmingham 8, Ala. Tel. 6-0550	Frank Howard 1237 Fourth St., N. Birmingham 4, Ala. Tel. 7-4681
BOSTON, MASS.	Frank Powell 421 Warren St. Roxborough, Mass.	George Bingham 91 Alpine St. Cambridge, Mass.
BUFFALO, N. Y.		R. Vaughn 461 E. Utica St. Buffalo, N. Y.
CHICAGO, ILL. ** 3947 Drexel Blvd. Chicago 53, Ill. Kenwood 8-3100	M. P. Webster * *	Manuel Kyle * *
CINCINNATI, OHIO	G. G. Bea 416 Elizabeth St. Cincinnati, Ohio	Eddie Carter 1553 Blair Ave. Cincinnati, Ohio
CLEVELAND, OHIO	C. S. Wells 1523 East Boulevard Cleveland, Ohio	T. Redmond 1479 E. 116 St. Cleveland, Ohio
DALLAS, TEXAS	G. C. Rawlston 8831 Preston Road Dallas 25, Texas Emerson 3-2858	J. Taylor 1616 S. Haskell Ave. Dallas, Texas Taylor 3-4413

** Headquarters

BSCP DIVISIONS - PULLMAN

DIVISION	PRESIDENT	SECRETARY-TREASURER
DENVER, COLO.	Hayward Doyle 2830 Vine St. Denver, Colo.	Walter Jones 2847 Glenarm St. Denver, Colo.
DETROIT, MICH. ** 1308 Broadway Woodward 1-5695		Bennie Smith * *
EL PASO, TEXAS	H. L. Norris 3307 Missouri St. El Paso, Texas	A. Walton 5630 Dailey St. El Paso, Texas
FORT WORTH, TEX.	W. L. Thomas 953 E. Terrell Ave. Fort Worth, Tex.	Allen Green 1216 E. Terrell Ave. Fort Worth, Tex.
HOUSTON, TEX.	T. H. McGowan 3318 Simmons St. Houston, Tex Preston-5554	George Gibson 3410 Webster Ave. Houston, Tex.
INDIANAPOLIS, IND.	William Gilmore 4220 N. Capitol Ave. Indianapolis, Ind.	W. L. Lindsay 2330 N. Kenwood Ave. Indianapolis, Ind.
JACKSONVILLE, FLA. ** 823 Davis Street Elgin 4-2554	Samuel Harper 919 West 11th St. Jacksonville, Fla.	Andrew Burwell 1909 Venus St Jacksonville, Fla.
JERSEY CITY, N. J.	T. Boone 564 N. 11th St. Newark, N. J.	M. F. Cunningham 103 Wegman Parkway Jersey City, N. J.
KANSAS CITY, MO.	R. Norman 625 Parallel Ave. Kansas City, Kansas	R. M. Willis 2845 Park Ave. Kansas City, Missouri
LOS ANGELES, CALIF. ** 4006½ So. Central Ave. Adams 3-7259	W. T. Nickelberry 5125 McKinley Ave. Los Angeles, Calif.	L. B. Thompson * *

** Headquarters

BSCP DIVISIONS - PULLMAN

DIVISION	PRESIDENT	SECRETARY-TREASURER
LOUISVILLE, KY.	C. H. Hendricks 2510 W. Walnut St. Louisville, Ky. Cypress-7485	F. C. Rush 2627 W. Chestnut St. Louisville, Ky. Spring 2-3600
MEMPHIS, TENN.	C. J. Jackson 1551 Dunn Road Memphis, Tenn	F. S. Newman 1083 College Street Memphis, Tenn.
MOBILE, ALA.		
MONTREAL, QUEBEC		C. L. Roy 1216 Osborne Ave. Verdun, Quebec
MONTGOMERY, ALA.	E. D. Nixon 647 Clinton Avenue Montgomery. 8, Ala.	
NEW ORLEANS, LA.	J. P. Davis 1101 So. Telemachus St. New Orleans, La.	C. M. Lester 2600 Robert St. New Orleans, La.
NEW YORK, N. Y. ** 217 W. 125 St. Monument 2-5080	A. Philip Randolph * *	Ashley L. Totten * *
NORFOLK, VA.	C. W. Clark, Sr. 1215 Armstrong St. Norfolk, Va.	O. A. Lassiter 2912 Elm Ave. Portsmouth, Va.
Oakland, Calif. ** 1716 Seventh St. Twin Oaks 3-0894	C. L. Dellums * *	C. L. Dellums * *
OMAHA, NEBRASKA	Taylor Murrell 2213 Lake St. Omaha, Neb.	C. R. Willis 2025 Ohio St. Omaha, Neb.

** Headquarters

BSCP DIVISIONS - PULLMAN

DIVISION	PRESIDENT	SECRETARY-TREASURER
PHILADELPHIA, PA.	L. R. Williams 322 No. 42nd St. Philadelphia, Pa.	C. N. Walker 2421 W. Cumberland St. Philadelphia, Pa.
PITTSBURGH, PA.	A. C. Walker 7921½ Tioga St. Pittsburgh,21, Pa.	W. J. Thomas 7243 Idlewood St. Pittsburgh 8, Pa. Churchill 1-2083
PORTLAND, ORE.	B. Johns 4325 N. E. Rodney St. Portland, Ore.	J. D. Leftridge 52 N. E. Sacramento St. Portland, Ore.
RICHMOND, VA.	M. D. Stone 105 Yancy St. Richmond, Va.	S. L. Fife 2708 Garland Ave. Richmond, Va.
SALT LAKE CITY, UTAH	C. T. Bell 333 East 7th South St. Salt Lake City, Utah	O. C. Jackson 824 South 3rd East St. Salt Lake City, Utah
SAN ANTONIO, TEXAS ** 624 So. Pine Street Lehigh 2-0334	J. B. Caviness * *	R. Amos * *
SAVANNAH, GA.		James E. Butler 623 W. 45th St. Savannah, Ga.
SEATTLE, WASH.	Ezell Henderson 121 - 28th Ave., No. Seattle, Wash.	W. B. Pryor 1121 - 27th Ave., No. Seattle, Wash.
SPOKANE, WASH.	J. J. Johnson 4408 No. Post St. Spokane, Wash.	J. K. Carpenter 1603 E. Bismark Ave. Spokane 28, Wash.
ST. LOUIS, MO ** 11 North Jefferson St. Jefferson 1-5458		T. D. McNeal * *

** HEADQUARTERS

BSCP DIVISIONS - PULLMAN

DIVISION	PRESIDENT	SECRETARY-TREASURER
TAMPA, FLA.	Matthew Gregory 1107 W. Albany Ave. Tampa, Fla.	J. P. Williams 1117 - 10th Ave. Tampa, Fla.
TORONTO, ONTARIO	J. A. Knight 9 Stanford Square Scarboro, Ontario	B. O. Fleming 127 Arundel Ave. Toronto, Ontario
TWIN CITIES	L. G. Leverett 3605 Clinton Ave. Minneapolis 5, Minn.	Bailey Morris 411 Mackubin St. St. Paul 3, Minn.
WASHINGTON, D. C. ** 817 Que St., N. W. Hobart 2-7367	G. A. Slade 429 Kenyon St., N. W. Washington, D. C.	R. A. Robinson 221 O. Street, N. W. Washington, D. C.

**Headquarters

BSCP DIVISIONS - TRAIN PORTERS

DIVISION	LOCAL CHAIRMAN	SECRETARY-TREASURER
ATLANTIC COAST LINE Richmond, Va.	Clement J. Smith 2007 North Avenue	George C. McNair 1812 Broadell Drive Fayetteville, N. C.
BALTIMORE & OHIO Baltimore, Md.	C. H. Bass 1913 West Mulberry St. Baltimore 23, Md.	Theartis Mitchell 2131 Chelsea Terrace Baltimore, Md. - WI 7-1302
CHESAPEAKE & OHIO Hinton & Huntington	A. L. Payne 537 Gresham Place, N. W. Washington, D. C.	N. R. Wilson 35-12 Stanton, S. E., #104 Washington, D. C.
DENVER, RIO GRANDE & WESTERN	Robert Chatham 2628 Vine Street Denver, Colo.	
ILLINOIS CENTRAL - LOCAL #4 Memphis, Tenn.	Willie Jones 510 W. Peace St. Canton, Miss.	W. E. Smith 3300 Law Street New Orleans, La.
INTERNATIONAL GREAT NORTHERN - LOCAL #9 San Antonio, Texas	Wm. Fields 516 Iowa Street	Wm. Washington 1014 Dreiss Street
JACKSONVILLE, FLA.	J. A. Waldon 2600 N. 25th Street Sanford, Fla.	Charles F. Jones 2816 Woodlawn Street Jacksonville, Fla.
MISSOURI, KANSAS & TEXAS - LOCAL #8 Denison, Texas	L. L. Mason 621 W. Johnson St.	
MISSOURI PACIFIC - LOCAL #5 Little Rock, Ark,	V. L. Johnson 1001 West 24th Street	Will Newton 1021 West 29th St.
SANTA FE SYSTEM LOCAL Kansas City, Mo.	C. L. Brown 2516 Forest Avenue	Oscar A. Walker 3301 Moulton Street
SOUTHERN PACIFIC El Paso, Texas	H. M. Tompkins 3332 Alameda Avenue	C. B. Berry 3215 Missouri St.

BSCP DIVISIONS - TRAIN PORTERS

DIVISION	LOCAL CHAIRMAN	SECRETARY-TREASURER
ST. LOUIS SOUTHWESTERN & COTTON BELT RAILROAD Kansas City Southern - Local #7B	H. P. Lucien 1240 Oakland Street Shreveport, La.	Franklin D. Tillery 3812 Montgall Street Kansas City, Mo.
Texarkana, Ark.	William **Hentz** 708 E. Washington St. Jonesboro, Ark.	Archie Wade 916 Hope Street Jonesboro, Ark.
TEXAS & NEW ORLEANS Ennis, Texas	**Clyde Lewis** **1010 Iowa** Street San Antonio, Texas	W. E. Lucas 400 E. Gilmer Street Ennis, Texas TRIANGLE 5-2705
TEXAS & PACIFIC - LOCAL #2 Ft. Worth, Texas	Lewis Williams 1251 Evans Ave.	David Lockett 1137 Stella Street
UNION PACIFIC SYSTEM LOCAL Omaha, Nebraska	Hughes Mitchell 2020 Miami Street	James Wood 2717 Bristol Street

BSCP DIVISIONS - ATTENDANTS

DIVISION	LOCAL CHAIRMAN	SECRETARY-TREASURER
ATLANTIC COAST LINE Jacksonville, Fla.	James Lewis 1707 Fairfax St. Jacksonville, Fla.	
ERIE New York, N. Y.	J. H. Lemons 2238 Batchelders St. Brooklyn, N. Y.	
NEW HAVEN-LOCAL #2 New York, N. Y.	J. Morse 112-45 197th Street Hollis, L. I.	G. L. Teague 764 E. 161st St. Bronx, N. Y.
Boston, Mass.	W. E. Peterson 3 Wellington Street	
PENNSYLVANIA - LOCAL #1 New York, N. Y.	H. L. Branch 358 So. 10th Avenue Mt. Vernon, N. Y.	L. H. Greene, Jr. 412 Union Avenue Mt. Vernon, N. Y.
Washington, D. C.	A. H. Blair 1240 Perry Street, N. E. Washington, D. C.	

DINING CAR ATTENDANTS

DIVISION	LOCAL CHAIRMAN	SECRETARY-TREASURER
COLORADO & SOUTHERN	J. A. King 1205 Hutchins Ave. Dallas, Texas	
FORT WORTH & DENVER	B. J. Munchus 4510 Electra Street Dallas 15, Texas	Joe M. Woods 1412 Carson Road Ft. Worth, Texas

BSCP CANADIAN DIVISIONS - SLEEPING CAR

DIVISION	PRESIDENT	SECRETARY-TREASURER
CALGARY, ALBERTA (Canadian Pacific RR)	O. L. Holmes 915 - 35A St., N. W. Calgary, Alberta, Canada	R. Williams 2008 - 43rd Ave, S. W. Calgary, Alberta, Canada
EDMONTON, ALBERTA (Northern Alberta RR)		J. L. Pankey 11912 - 90th St. Edmonton, Alberta
MONTREAL, QUEBEC (Canadian Pacific)	J. M. Sealy 2106 Papineau Street Ville Jacques Cartier Quebec, Canada	M. D. Dash 950 LaPorte Avenue Montreal, Quebec
TORONTO, ONTARIO (Canadian Pacific)	J. W. Jackson 121 Yorkville Ave. Toronto 5, Ontario	S. G. Grizzle 231 Chisholm Ave. Toronto 13, Ontario Oxford 9-7876
VANCOUVER, B. C. (Canadian Pacific)	M. Mimms 531 Drake Street Vancouver, B. C.	E. Lawrence 3696 E. Georgia St. Vancouver, B. C.
WINNIPEG, MANITOBA (Canadian Pacific)	J. W. Simmons 180 Aberdeen Ave. Winnipeg 4, Manitoba	W. P. Brown 407 Talbot Ave. Winnipeg 4, Manitoba

A. R. Blanchette
International Field Representative
1410 Stanley Street
Montreal 2, Canada
Victor 5-9791

ASA PHILIP RANDOLPH **SUBJECT FILE** BROTHERHOOD OF SLEEPING CAR PORTERS

Merger

1977-78

THE FOLLOWING DOCUMENT IS A PHOTOCOPY.

THE ORIGINAL IS NOT IN THE A. PHILIP RANDOLPH COLLECTION AT

THE LIBRARY OF CONGRESS

BROTHERHOOD OF RAILWAY, AIRLINE AND STEAMSHIP CLERKS,
FREIGHT HANDLERS, EXPRESS AND STATION EMPLOYES

AFL-CIO — CLC

F. J. KROLL, International President

File: 553-7-1

Subject: Organizational Mergers -
Sleeping Car Porters, Train,
Chair Car, Coach Porters and
Attendants, AFL-CIO CLC

November 1, 1977

Mr. C. L. Dellums, International President
Sleeping Car Porters, Train, Chair Car,
Coach Porters and Attendants AFL-CIO CLC
829 Brockhurst Street
Oakland, California 94608

Dear Sir and Brother:

Pursuant to our discussion I have met with International Vice President L. J. Shackleford and International Secretary-Treasurer W. W. Seymour of your organization, and have also met with members of our Executive Council, as assigned by me, to further discuss a proposed merger of your organization into our organization. In consultation with Brothers Shackleford and Seymour a proposed Merger Agreement has been prepared, a copy of which is attached hereto for your ready reference.

On behalf of our organization, with the approval of our Executive Council, I am formally offering to you a merger of our two organizations as set forth in the agreement above referred to. This offer is predicated upon prompt acceptance by your organization so as to conclude your convention and acceptance prior to the AFL-CIO Convention in Los Angeles, California, December 8, 1977. It is also necessary that all of the mechanics of the merger be concluded by January 1, 1978, so as to have the January 1 effective date.

You will note that our organization will assume certain liabilities as set forth in the proposed Merger Agreement. Brothers Shackleford and Seymour have advised that there are no other outstanding liabilities.

I wish to take this occasion to thank you and particularly the officers of your organization you assigned to meet with me and officers of our organization relative to our merger discussions.

Sincerely and fraternally,

Fred J Kroll

International President

cc: Members BRAC Executive Council
Members BRAC Finance Committee
Mr. L. J. Shackleford

cc: Mr. W. W. Seymour

O'HARE INTERNATIONAL TRANSPORTATION CENTER / 6300 RIVER ROAD / ROSEMONT, ILL. 60018 / (312) 692-7711

AGREEMENT TO MERGE BROTHERHOOD OF SLEEPING CAR PORTERS, TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS INTO THE BROTHERHOOD OF RAILWAY, AIRLINE AND STEAMSHIP CLERKS, FREIGHT HANDLERS, EXPRESS AND STATION EMPLOYES.

WHEREAS, it is the desire of all parties to build the most effective possible union structure to represent our membership on all railrods, and

WHEREAS, the Brotherhood of Sleeping Car Porters has been faced with a steady decline of membership as a result of the elimination of their craft and class within the railroad industry, and

WHEREAS, this decline in membership has caused the Brotherhood of Sleeping Car Porters to operate on a deficit basis in spite of all efforts to the contrary, and

WHEREAS, the needs of the membership of the Brotherhood of Sleeping Car Porters demonstrate the need for more extensive full time representation in order to negotiate agreements and provide for the representation that the membership is entitled to in all areas of collective bargaining, and

WHEREAS, the membership of the Brotherhood of Sleeping Car Porters and the Brotherhood of Railway and Airline Clerks share many common interests in the railroad industry and in legislative matters affecting their respective memberships,

THE PARTIES THIS DATE HAVE DETERMINED, to merge their respective organizations, under the auspices and authority granted to each under their respective Constitutions and policies adopted pursuant thereto.

MERGER PROPOSAL

BROTHERHOOD OF SLEEPING CAR PORTERS, TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS, AFL-CIO, CLC

with

BROTHERHOOD OF RAILWAY, AIRLINE AND STEAMSHIP CLERKS, FREIGHT HANDLERS, EXPRESS AND STATION EMPLOYES, AFL-CIO, CLC

1. Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes (proposes) that the Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants, AFL-CIO, CLC merge with the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes, AFL-CIO, CLC, effective January 1, 1978.

2. That this merger shall be complete.

3. That concurrent with the effective date of the merger there will be created a System Division under the applicable laws of the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes (BRAC), and that this System Division will be composed of all the existing members of the Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants (BofSCP), and further that all existing Local Divisions of BofSCP be dissolved and their members transferred to the newly established System Division. There will be established under the newly created System Division four (4) districts comprised of the membership as follows:

No. 1 - Eastern District - New York, New York; Washington, D.C.; Jacksonville, Florida; Miami, Florida; Atlanta, Georgia; New Orleans, Louisiana. J.D. Wilcox

No. 2 - Mid-Western District - Chicago, Illinois; St.
Paul, Minnesota.

No. 3 - Western District - Denver, Colorado; Los
Angeles, California; Oakland, California; Seattle,
Washington.

Seymour

No. 4 - Canadian District - All members employed in
Canada (Montreal, Winnipeg, Toronto, Vancouver).

4. The BRAC's International President Fred J. Kroll will appoint Brother Leroy J. Shackelford as General Chairman-Delegate of the newly formed Division at a salary of $17,200.00 per year, and Brother W. W. Seymour as General Secretary-Treasurer-Vice General Chairman of the newly formed Division at a salary of $16,400.00 per year. The aforementioned officers will serve in these respective offices until the first regular quadrennial election which will be held in May 1979, at which time this Division will elect its officers under BRAC.

5. That Brother Leroy J. Shackelford, General Chairman-Delegate, and in conjunction with Brother W. W. Seymour as General Secretary-Treasurer, will recommend to International President Kroll a District Chairman-Delegate and assistants for each of the heretofore established districts from among incumbent Local Division Presidents of BofSCP. International President Kroll will give due consideration to these recommendations and then make appointments for these officers and their assistants who after appointment will serve in such capacity until the first regular election is held by the Division in conformity with the By-Laws thereof, a copy of which is attached hereto, which elections shall be held no later than December 31, 1978 for four year terms of office commencing January 1979.

6. That pursuant to the provisions of Article 27, Section 2 (c) and (d) of the Grand Lodge Constitution, the dues of this newly established Division shall be $18.00 per member per month. The Grand Lodge per capita tax shall be $8.00 per member per month and the System Division's per capita tax shall be $10.00 per member per month.

Pursuant to the provision of Article 27, Section 1 of the Grand Lodge Constitution, the initiation fee for new members shall be $50.00, the Grand Lodge portion thereof shall be $20.00 and the System Division's portion shall be $30.00. Reinstatement fee shall be $75.00, of which the Grand Lodge shall receive $30.00 and the System Division $45.00.

7A. That all active members (those members who have paid dues for the month immediately preceding the merger and those not suspended for non-payment of dues who remit outstanding dues during the thirty (30) days immediately following the merger) shall automatically become members of BRAC without payment of initiation fee and such membership shall be considered as if it had been membership in BRAC. To be entitled to participate in the Death Benefit Department of BRAC, those individuals meeting the other qualifications shall, within six (6) months of the merger, execute appropriate documents designating beneficiaries. Those not executing a designation of beneficiary and properly filing same with the International Secretary-Treasurer shall not participate in the Death Benefit Department.

B. Those active members transferred to BRAC who subsequently meet the qualifications for associate membership will be governed by the associate member provisions of the Grand Lodge Constitution, including, if other qualifications are met, the right to continue membership in the Death Benefit Department.

C. Those individuals currently carried on the rolls of BofSCP in a retired status (currently not paying any dues) will be afforded an opportunity to become associate members of BRAC under the same provisions of the Constitution applicable to former TC Division members who retired from service prior to February 21, 1969. The monthly dues for each such member, who are not eligible to participate in the Death Benefit Department, will be $1.00 per month, twenty-five cents (25¢) of which shall be a voluntary contribution to the Railway Clerks Political League.

8. That offices will be maintained in Chicago, Illinois for Brother Shackelford as General Chairman-Delegate of the newly formed Division, with Pauline Helm as his Secretary at her present rate of pay of $9,508.00 per year, and in Denver, Colorado for Brother W. W. Seymour, Sr. the General Secretary-Treasurer-Vice General Chairman of the newly formed Division, and provisions will be made for a part time bookkeeper to assist Brother Seymour at an agreed upon hourly rate of pay. All other existing offices will be eliminated.

9. Effective with the date of the merger, Mr. J. D. Wilcox, Eastern Zone Supervisor, shall receive a lump sum separation allowance of $7,000.00 in lieu of all other allowances claimed or due. Such separation allowance to be paid by the newly established System Division.

10. Effective with the date of the merger, Ms. Carolyn Wilson, Clerk, shall receive a lump sum separation allowance of $1,200.00 in lieu of all other allowances claimed or due. Such separation allowance to be paid by the newly established System Division.

11. Effective with the date of the merger, Ms. Claudie Jean Rose, Secretary, shall receive a lump sum separation allowance of $3,600.00 in lieu of all other allowances claimed or due. Such separation allowance to be paid by the newly established System Division.

12. Effective with the date of the merger, Ms. Hope Shephard Bowens, Secretary, shall receive a lump sum separation allowance of $7,000.00 in lieu of all other allowances claimed or due. Such separation allowance to be paid by the newly established System Division.

13. Effective with the date of the merger, Brother C. L. Dellums, President of the Brotherhood of Sleeping Car Porters, shall receive the difference between his railroad retirement and $18,000.00 per year for a period of three (3) years.

14. Effective with the date of the merger, Brother A. Philip Randolph, Founding President of the Brotherhood of Sleeping Car Porters, will continue to receive $200.00 per month in lieu of all other allowances claimed or due as long as he lives.

15. Those former retired officers and employes currently covered by Travelers Health and Welfare Program will be considered, for the purpose of this plan, as retired BRAC participants and coverage thereunder continued on same basis as BRAC retirees.

16A. Effective with the date of the merger, including the month in which the merger occurs, the Grand Lodge of BRAC will pay a gratuity in the amount of $100.00 per month each to the following named individuals:

Mrs. E. J. Bradley, widow of former Vice President Bradley.

Mrs. T. T. Patterson, widow of former Eastern Zone Supervisor.

Mrs. Hazel Smith, widow of former Vice President Smith.

Mrs. A. L. Totten, widow of former International Secretary-Treasurer Totten.

Mrs. Milton Webster, widow of former International Vice President Milton Webster.

B. Effective the same date the following named individual will receive a gratuity in the amount of $148.00 per month:

Mrs. Rosina Tucker, former International Secretary-Treasurer and Secretary Emeritus of the former Ladies Auxiliary.

17. Effective with the date of the merger, officers and employes of the newly established System Division shall, pursuant to the provisions of existing BRAC Railway Clerks Staff Retirement Plan, become participants therein. Pursuant to the provisions of the existing Plan, credited service shall commence effective with the month an active officer or employe first receives compensation from the newly established System Division.

18. That all assets and liabilities (except those liabilities explicitly assumed by the Grand Lodge as set forth in this proposal), including but not limited to, any personal or real property of BofSCP, including that held by the International and all subordinate units, shall, on the date of this merger, become the assets and properties of the newly formed System Division of BRAC.

19. Effective with the date of the merger, the Grand Lodge will assume the cost of legal defense of the following listed court cases:

(a) EEOC v. AT&SF, et al., U.S. District Court for the District of New Mexico, Civil Action No. 75-108. (This case may have been already dismissed).

(b) Peter Alvarez, et al., v. Southern Pacific, et al., U.S. District Court, Northern District of California, No. C-74-2140 AJZ; Joel Anderson, et al., v. Southern Pacific Transportation Company, et al., U.S. District Court, Northern District of California, No. C-72-1270 AJZ. (Consolidated cases).

(c) Hugh Alfonso Hamilton v. Brotherhood of Sleeping Car Porters and T. Edward Brown, in the Supreme Court of Ontario, No. 15748/77.

20. Except for those amounts set forth in Items 13, 14, 15, 16 and 19 above, all salaries and expenses for the operation of the newly formed System Division will, as in accordance with procedures for all other BRAC subordinate units, be paid by the System Division.

Sleeping Car Porters To Merge With Larger Union

The Brotherhood of Sleeping Car Porters, which was the first all-Black union organization, will soon be no more.

According to Leroy J. Shackelford Jr., the organization's international vice-president, The Brotherhood of Sleeping Car Porters will soon merge with the 250,000 member Brotherhood of Railway and Airline Clerks, (BRAC).

"We will become a system division of BRAC," said Shackelford. "Ever since 1941, which was our peak year, membership in the organization has been on the decline. We now have only about 1,000 members."

Starting in 1925 under the leadership of founder Asa Philip Randolph, The Brotherhood of Sleeping Car Porters has always been in the forefront of civil and human rights. "At first, pullman workers and porters weren't respected as men," said Shackelford, "we had the status of that 'boy image.'"

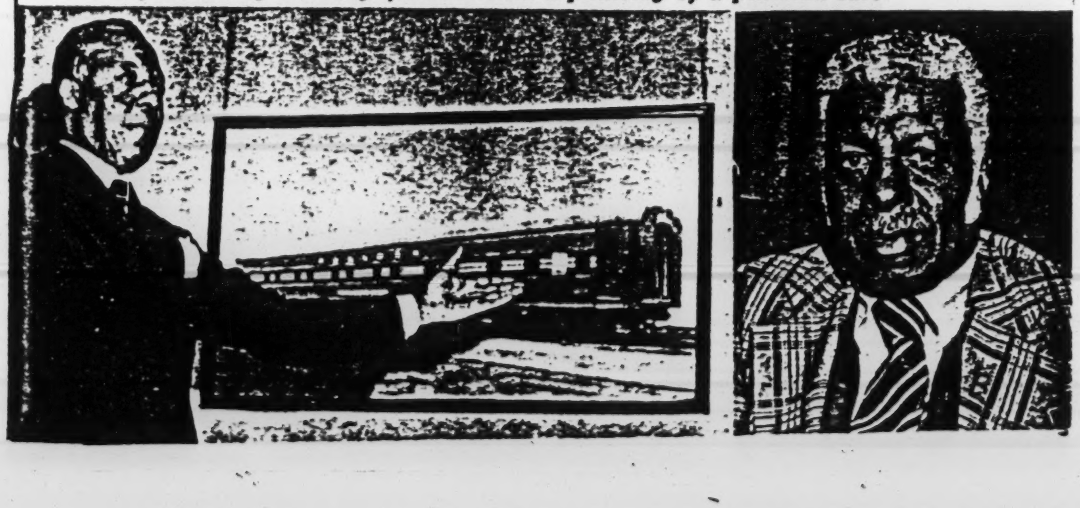
Because of Amtrak, who now runs all the passenger train business, the once 12,000 membership has dwindled to a point to where for the past ten years it has operated on a deficit.

But the now retired founder, A. Philip Randolph notes "As times change, organizations must adapt to the circumstances and on occasion such changes are painful and a bit sad, but feelings of nostalgia must not interfere with the development of new ideas and forms of organizations.

"The merger agreement which guarantees autonomy with the sleeping car porters division will provide the union with a renewed strength to better represent its members. The merger does not signal the end of The Brotherhood of Sleeping Car Porters, but a new beginning. Within the American labor movement the Brotherhood of Railway and Airline Clerks has always been a champion of minority rights and progressive social policy.

"It is, I believe, an appropriate home for the Sleeping Car Porters."

Shackelford (r) explains the merger of Sleeping Car Porters union which was founded by Randolph, shown with a painting of a pullman car.



LAW OFFICES
DELSON & GORDON
230 PARK AVENUE
NEW YORK, N. Y. 10017
(212) 661-9800

CABLE: "DELEGOR" NEW YORK
TELEX: 236153
TWX: 710-581-4437

JAKARTA, INDONESIA OFFICE
GANI DJEMAT & ASSOCIATES
JALAN IMAM BONJOL 76-78
JAKARTA, INDONESIA

WASHINGTON, D.C. OFFICE
1900 L STREET, N.W.
WASHINGTON, D.C. 20036
(202) 833-9540

WESTPORT, CONNECTICUT OFFICE
145 MAIN STREET
WESTPORT, CONNECTICUT 06880
(203) 226-3366

February 17, 1978

Mr. A. Philip Randolph
A. Philip Randolph Institute
217 West 125th Street
New York, New York

Dear Phil:

I read with some sorrow the enclosed item in The New York Times concerning the merger of the Brotherhoold of Sleeping Car Porters into the Brotherhood of Railway and Airline Clerks.

You built a great pioneering institution which served the Labor Movement so effectively and the poor black unorganized workers so brilliantly. I have asked Bayard Rustin to set up a luncheon or dinner date at your convenience. I would very much like to see both of you on that occasion.

Sincerely,

Max

Max Delson

THE NEW YORK TIMES
2/16/78

Porters to Join Clerks Union

By JERRY FLINT

The best known black union, A. Philip Randolph's Brotherhood of Sleeping Car Porters, will disappear by merger into the Brotherhood of Railway and Airline Clerks.

A convention of the porters will be held Feb. 28 at the clerks' headquarters in Rosemont, Ill., to ratify the decision. Membership in the porters' union, which has faded with the decline of railroad passenger business, is down to 1,000 while the Brotherhood of Railway and Airline Clerks has 250,000.

The porters' union was founded in 1925 and Mr. Randolph was its first president. In those days not only was the employer, the Pullman Company, known as anti-union, but the labor movement itself was also generally anti-Negro.

Mr. Randolph became one of the nation's best known black leaders. Within the labor movement he struggled for decades against white-only unions and discrimination against blacks in hiring, in pay rates and in promotions. On the national scene he was in the forefront of the struggle for what was then called fair employment legislation.

During World World II, when Negroes still were kept from jobs in defense plants despite labor shortages, Mr. Randolph threatened the Government with a giant march on Washington. President Roosevelt, fearing this would trigger race riots, finally bowed and ordered some antidiscrimination hiring rules in the war plants.

The merger "will enable our union to carry forth its splendid tradition within the framework of a railway labor organization that has long been most friendly and sympathetic to our aims and aspirations," said C. L. Dellums, the president of the porters.

"The merger agreement provides autonommym and self-government in which our union has always taken justifiable pride," he said, and will mean "a fine new chapter in the history of our union," including "preserving and strengthening the rights of Negro workers throughout the nation."

Mr. Dellums, who became the union's president in 1968, will retire after the merger, and Leroy Schackelford, a vice president, will head the new division of railway clerks.

Fred J. Kroll, the railway clerks president, said that the numbers of his union "recognize the rich history of the sleeping car porters, which in addition to performing its trade union functions has served as a training school for many generations of responsible leaders of the black community in our country."

3/23/78

The Death of A. Philip Randolph's Union

Recently the Brotherhood of Sleeping Car Porters, all 1,000 members, joined the Brotherhood of Railway and Airline Clerks, whose membership runs close to a quarter of a million people.

As CBS News Correspondent Charles Kuralt noted on a recent *Dateline: America* broadcast on CBS radio, the consolidation move "makes sense, but it also makes for a sense of sadness."

Following is a transcript of Kuralt's tribute to A. Philip Randolph and his small, but influential, union:

"Dateline: New York City. A small union, one of the country's smallest, will disappear next week. The Brotherhood of Sleeping Car Porters, which has only a thousand members left, will merge into the Brotherhood of Railway and Airline Clerks, which has 250,000 members. That makes sense, but it also makes for a sense of sadness, because it means A. Philip Randolph's union will be no more.

"A. Philip Randolph helped found the Sleeping Car Porters in 1925, when it took a good deal of courage for a black man to form a union. He used his position as president to become nothing less than the founded of the modern civil rights movement. He was so determined to make a place for black men and women in the ranks of American workers that he threatened a march on Washington, D.C. No, not the one you remember. This one was in 1941. It led Franklin Roosevelt to establish the Fair Employment Practices Commission, and A. Philip Randolph went away for the moment.

"He came back seven years later when Harry Truman was in the White House. Unless the armed forces end segregation, A. Philip Randolph told Harry Truman, in that quiet, dignified way of his, Negroes were going to refuse to register for the draft. A sleeping car porter saying such a thing to a President! Harry Truman got mad at first, but then, on reflection, he ended segregation in the armed forces, and A. Philip Randolph went away for the moment.

"Then years later, he was back at the White House, acquainting President Eisenhower with black dissatisfaction with the state of justice in the U.S.A. And he did the same for John Kennedy, in turn. When the march on Washington finally did take place, Martin Luther King wasn't the only great man there. A. Philip Randolph was there, too—its chief organizer. The idea of the non-violent struggle to eliminate racial and social injustice is credited nowadays to the preacher from Montgomery. But Dr. King knew it started in our times and our country with somebody else. A janitor, elevator man, pacifist, talking on street corners, who, because he gained the backing of the Pullman porters, became the eloquent elder of the cause of fair treatment of everyone in this country.

"I hope the Brotherhood of Railway and Airline Clerks know that when they get a thousand new members next week they'll be accepting a great history."

A. PHILIP RANDOLPH INSTITUTE
260 Park Avenue South
New York, N.Y. 10010

NEWS RELEASE

(212) 533-8000
Bayard Rustin
Executive Director

For Release:

Immediately
April 13, 1978

For further information, contact:

Rustin Column

A BLACK TRADE UNION ENTERS A NEW ERA

by Bayard Rustin

Several weeks ago, many black newspapers throughout the country mournfully -- and mistakenly -- reported the "death" of the venerable Brotherhood of Sleeping Car Porters. While it is certainly true that the 53 year old union of black porters signed a merger pact with the much larger Brotherhood of Railway and Airline Clerks, the old Brotherhood is far from dead.

At the time of the merger decision last February, A. Philip Randolph, who is celebrating his 89th birthday this month, explained the significance of the agreement. "The merger," Mr. Randolph pointed out, "does not signal the end of the Brotherhood. Instead, it will provide the union with renewed strength and additional resources to better represent its members."

In deciding to affiliate with a larger and much more powerful railroad union, the sleeping car porters did not dissolve their historic union. Instead, they once again displayed a keen understanding of the principles that have guided their immensely successful organization since 1925. For in linking arms with other union members, the porters have reaffirmed their fundamental belief that the struggle of black workers cannot and must not be separated from the struggle of all workers.

When Mr. Randolph and his friends proposed this "coalition" strategy in the 1920's, they were regarded as radicals, utopians, and even fools. Given the social and racial attitudes of the time, such a reaction is quite understandable.

The old craft-dominated American Federation of Labor, the only significant labor group in those days, had few black workers in its ranks, and it showed little enthusiasm for vigorous recruiting among "the darker races." And within the black community, both North and South, there was little or no understanding of the tremendous potential of mass organization as an indispensable weapon in the black struggle for social, political and economic liberation.

Despite these seemingly insurmountable obstacles, Mr. Randolph and his union brothers moved ahead, ignoring the counsel of the ever present pessimists and defeatists. During the early days of the Brotherhood, the small band of activists pursued their objectives at great personal risk. Not only did they face almost certain dismissal from their Pullman jobs, they also feared for their personal safety. It was no easy task to organize their brothers spread across the vast United States.

Unlike some other unions of the time, the Brotherhood was more than an economic movement. It was also a civil rights movement. Although the porters recognized the importance of unifying workers of all races, they never pulled their punches in criticizing the bothersome racial practices of some AFL unions.

At every AFL convention, except the Vancouver meeting of 1929, Brotherhood delegates introduced and organized support for resolutions demanding the elimination of "color bars" and other discriminatory practices used by certain Federation affiliates. On occasion, the charges and counter-charges became somewhat bitter. But, like the porters, the AFL soon came to the realization that a racially divided work force benefited neither white nor black workers. Racial division, the Federation and Brotherhood understood, only strengthened the position of employers against all workers.

The recent merger agreement, I think, symbolizes the strengthened bonds between the labor movement and the black community. To be sure, certain problems persist, but during the last twenty-five years, the labor movement has experienced a dramatic social transformation.

Today, "color bars" have become curious anachronisms, and Jim Crow locals and "auxiliaries" have completely disappeared. Trade unions are, as I have argued before, the most fully integrated institutions in America. And, even more important, they have shown themselves to be the most dependable allies of black people in the quest for social and economic equality. The fact that a black union like the Brotherhood of Sleeping Car Porters has sufficient self-confidence and courage to merge with the predominantly white Railway and Airline Clerks is, I believe, the most convincing testament that real change -- and not just superficial change -- has been realized in the labor movement.

****

ASA PHILIP RANDOLPH

SUBJECT FILE

BROTHERHOOD OF SLEEPING
CAR PORTERS

Midwestern Labor Conference

Mar-Apr. 1940

Mid-Western Labor Conference

Sponsored by

BROTHERHOOD
of
SLEEPING CAR PORTERS

AN INTERNATIONAL UNION

Affiliated With
THE AMERICAN FEDERATION OF LABOR AND
CENTRAL TRADES & LABOR UNION OF ST. LOUIS

• ● •

March 31 to April 6, 1940
Inclusive

• ● •

SAINT LOUIS, MISSOURI

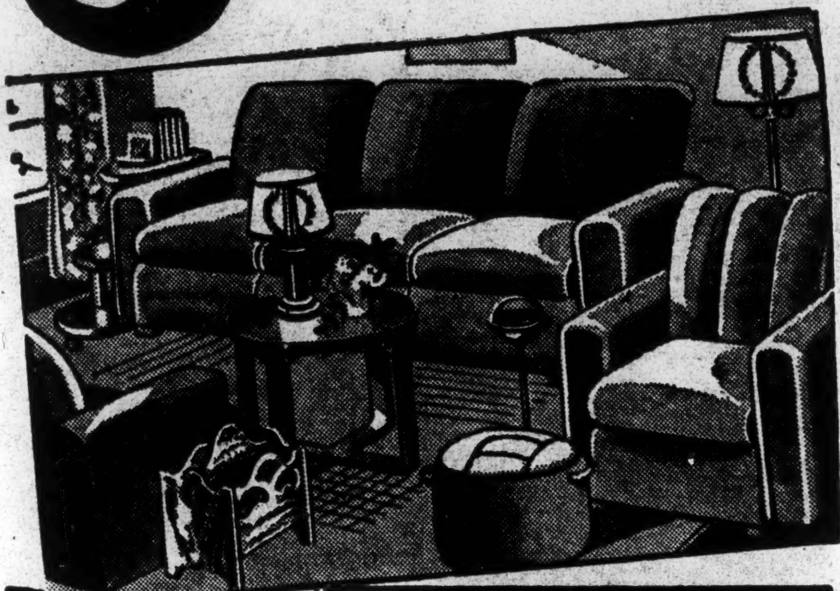
Advocate Press 3019 N. Grand

$5 DELIVERS

3-ROOM COMPLETE HOME OUTFIT

$179

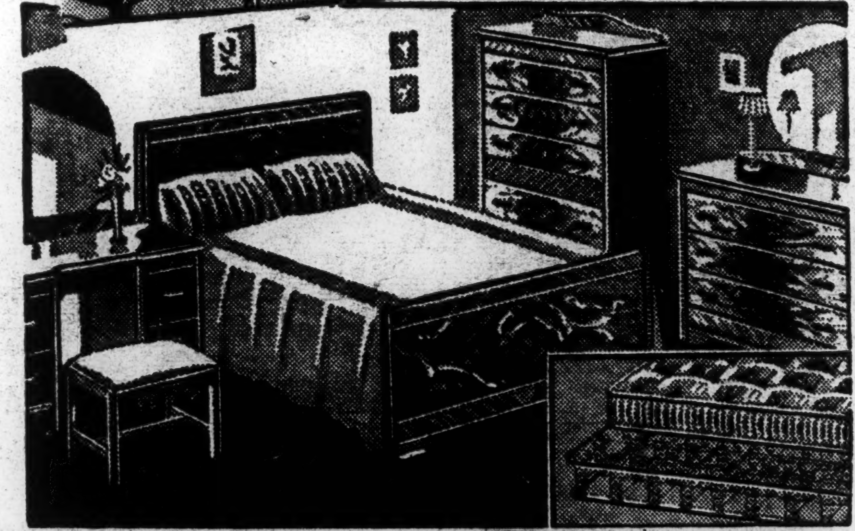
Or any room may be purchased alone as priced below.



12-PIECE LIVING-ROOM GROUP

$69

- Davenport
- Chair to Match
- Cocktail Table
- End Table
- Table Lamp and Shade
- Occasional Chair
- Occasional Table
- Junior Lamp & Shade
- Bridge Lamp & Shade

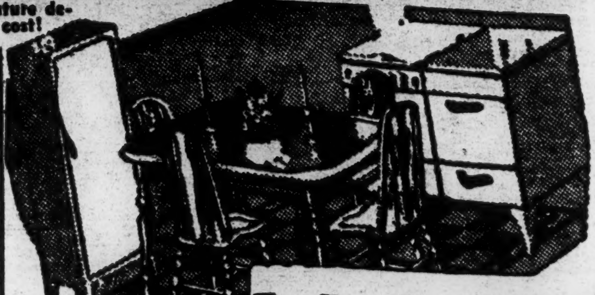


12-PIECE BEDROOM GROUP

$69

- Full-Size Bed
- Dresser (or Vanity)
- Chest of Drawers
- Coil Spring
- Mattress
- 2 Pillows
- Boudoir Lamps, and Shades
- Vanity Set

Buy Now! If you desire future delivery, we'll store at no extra cost!



65-PIECE KITCHEN GROUP

$49

- 5-Pc. Maple Breakfast Set
- Table-Top Gas Range
- 26-Pc. Silver Set
- 32-Pc. Dish Set
- Utility Cabinet

NO OBLIGATION WHATEVER

Feel at Ease About Telephoning for Our

FREE TAXI

To and From Your Home, Day or Night

CABANY 6500

OPEN EVERY EVENING UNTIL 9

200 Miles Free Delivery

8 FLOORS OF FURNITURE AT FED.

MANNE'S

5617-19-21 DELMAR BLVD.

A. PHILIP RANDOLPH
International President

....AIMS.... ...OBJECTS... ..PURPOSES..
of the
Mid-Western Labor Conference

M. P. WEBSTER, Chairman
International Executive Board

This Conference Is Designed to:

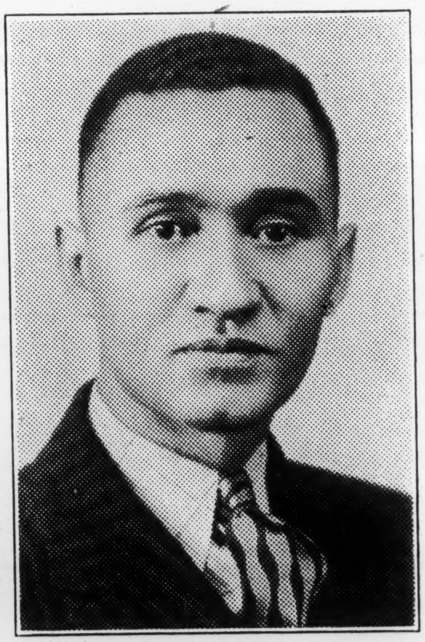
(a) Bring together groups of Negro workers in different lines of endeavor to review, with expert guidance, the problems facing workers in general and Negro Workers in particular;

(b) To acquaint the community with the part being played by Negroes in the labor field and to emphasize the possibilities of advancement of the race as a whole through intelligent participation in the main stream of the American Labor Movement;

(c) To awaken Negro Workers from their inertia and to the fact that if there is to be any economic salvation for us, it must and will come from within — that we can not afford to rely on outside forces.

E. J. BRADLEY
3rd International Vice-Pres.

ASHLEY L. TOTTEN
International Secy.-Treas.



T. D. McNEAL
International Field Organizer

OUR APPRECIATION

For your support is expressed in our continuous desire to please you; to give you BETTER service and more merchandise for your money and to provide more comfort for you when you have an occasion to visit our Funeral Home.

OUR MODERNISTIC CHAPEL

Accommodates three hundred and our entire establishment is AIR-CONDITIONED.

●

SLEEPING CAR PORTERS
We Solicit Your Inspection At All Times

●

GATES FUNERAL HOME

4107-09 FINNEY AVENUE

Notary Public **Telephones: NEwstead 2000-2001**

PARTICIPATING ORGANIZATIONS

●

LOCAL 354, DINING CAR EMPLOYEES
Missouri Pacific, Wabash, Frisco & K.C.S.

MOTION PICTURE OPERATORS UNION, LOCAL 143A

BROTHERHOOD OF PAINTERS, DECORATORS AND PAPERHANGERS, LOCAL UNION NO. 1142

WAITERS, WAITRESSES, BARTENDERS, LOCAL 353

COLORED CLERKS' CIRCLE

BROTHERHOOD OF SLEEPING CAR PORTERS DIVISIONS:
St. Louis Division — Kansas City Division — Cleveland Division
Chicago Division —Memphis Division— Dallas Division
Fort Worth Division

MISSOURI PACIFIC TRAIN PORTERS, LOCAL NO. 5

ST. LOUIS SOUTHWESTERN TRAIN PORTERS, LOCAL NO. 2

MISSOURI-KANSAS-TEXAS TRAIN PORTERS, LOCAL NO. 3

ILLINOIS CENTRAL TRAIN PORTERS, LOCAL NO. 4

MANUEL UNDERTAKING

"Silent Service"

4059 Finney Avenue **FRanklin 3169**

R. Hill Fort, President **Ernest B. Miller, Mgr.**

Roberts' Is Where Service Excels

and

BEAUTY **Costs No More**

"BILL"

Serving St. Louis Over 30 Years

●

C. W. Roberts Undertaking Co.

3035 Lucas Ave. **Call JEfferson 1277**

MASS MEETING PROGRAM

MARCH 31st, 1940 — 2:30 P. M.

CENTRAL BAPTIST CHURCH **Ewing at Washington Blvd.**

E. J. BRADLEY, Master of Ceremonies

NATIONAL NEGRO ANTHEM	Assembly
INVOCATION	Rev. W. H. Burden
MUSIC	Selected
"WE" Publicity Group, Phyllis Wheatley, Y.W.C.A.	
WELCOME ADDRESS	Rev. C. M. Long, Pastor, Central Baptist Church
WELCOME ADDRESS	David M. Grant, Asst. City Counselor
WELCOME ADDRESS	Fred Olds, Representative, A. F. of L.
MUSIC	Selected
"WE" Publicity Group, Phyllis Wheatley, Y.W.C.A.	
PULLMAN PORTERS BEFORE AND AFTER BONAFIDE ORGANIZATION	Milton P. Webster
"HOLD THE FORT"	Assembly
THE WORLD CRISIS AND THE DARKER RACES	A. Philip Randolph
BENEDICTION	

1/2 OFF

BE SMART

FOLLOW THE CROWD—THERE'S A REASON

FIRESTONE

GUM DIPPED TIRES

NO CASH NEEDED!

GET TIRES IN 5 MINUTES

SIGNATURE ONLY!

No Auto Mortgage Required on These Standard Lines

FIRESTONE LIFETIME GUARANTEE

PLUS OUR PERSONAL 18 MONTH GUARANTEE

6.00-16 **$7.84**

50c WEEK

4.75-5.00-19 **$5.89**

SIZES	1st Tire at Reg. List	The 2nd at 50% Off	Cost Per Tire in Pairs
4.40–4.50-21	$7.70	$3.85	$5.78
5.25–5.50-17	$9.60	$4.80	$7.20
6.00-16	$10.45	$5.23	$7.84
6.25–6.50-16	$12.70	$6.35	$9.53

Other Sizes Sold in Pairs Porportionately Low

NO INTEREST—CARRYING CHARGE

S&L CREDIT STORE

CORNER 4131 EASTON **OPEN EVES. TILL**

FRanklin 3777 **FRanklin 3777**

SEE THE

National Clothing & Furniture Co.

4457-59 Easton Avenue

FOR A COMPLETE LINE OF

LADIES' AND MEN'S CLOTHING

Clothing and Furniture for the Entire Family

ON EASY WEEKLY TERMS

No Carrying Charges

We Are Agents for Bulova Watches and All Kinds of Jewelry
We Are Authorized Dealers for Norge, Kelvinator, General Electric, Philco and Hotpoint Refrigerators

ASK FOR

Nathan Klearman **Julius Klearman**

BENNIE LOVE,
Pres. and Treas.

Courteous and Efficient Service

Love Undertaking Company, Inc.

3103 WASHINGTON BOULEVARD

oOo

Ambulance Service

oOo

JEfferson 8510

St. Louis, Mo.

1st Session . . Monday, April 1, 1940 . . Afternoon

PINE STREET Y.M.C.A.

Keynote Address------------------------------------A. Philip Randolph
The Trade Union Movement and Industrial Depression, Prof. L. L. Bernard
Discussion Leader----------------------------Sidney R. Williams

L. L. BERNARD: A native of Kentucky. Educated at Baptist College, University of Missouri and University of Chicago. As Professor of Sociology he has been a faculty member of Pierce City Baptist College, Lamar College, Western Reserve University, University of Florida, University of Missouri, University of Minnesota, University of Chicago, Cornell University and University of Washington. Amherst Memorial Research fellow in 1921-22, Social Science Research Council fellow for study of social sciences in Argentina, 1926-27. Author of numerous books on various aspects of Sociology, Associate Editor of "Social Forces" and "American Sociology Review", Advisory Editor "The Living Age". At the present time a member on the faculty of Washington University as Professor of Sociology.

* * *

SIDNEY R. WILLIAMS: A native of South Carolina. Received education in public schools of South Carolina, South Carolina State College and Chicago University. Has traveled extensively. For several years he has served as Industrial Secretary of the St. Louis Urban League. This position has brought him in daily contact with Negro workers and their problems. Negro labor in St. Louis has been greatly benefited by his intelligent, sympathetic appraisal and by his militant efforts in its behalf.

For Safe and Rapid Transportation

Call a

Careful or Calumet Cab

JEfferson 5400--5405

B. F. AUSTIN, Manager

"THERE'S A CAREFUL EVERY MINUTE"

LANE TABERNACLE C.M.E. CHURCH

ENRIGHT AT NEWSTEAD **ST. LOUIS, MO.**

Schedule of Regular Sunday Services

9:30 a. m.—Sunday School **5:30 p. m.—Epworth League**
10:45 a. m.—Morning Worship **7:30 p. m.—Evening Worship**

Smith Memorial Anniversary

APRIL 14-28

Celebrating 20 years of occupancy of this building. We hold sacred the memory of Dr. N. L. Smith, his wise leadership and intrepid courage brought this congregation from Fairfax Street to present site. He was the hero who suffered but succeeded in opening a community of better homes for our group. The Church now invites the Community to join in this testimony to his unselfish services.

COME IN TO WORSHIP
. . GO OUT TO SERVE

REV. N. W. CLARK, D.D.
Pastor
Off. Phone: JE. 0678 Res. Phone: FR. 3304

Lane Tabernacle, C.M.E. Church

PROGRAM

14th, 3 p. m., Ministers' Hour
15th, Men's Night
16th, Church Conference
17th, Baptist Night
18th, Pullman Porters
19th, Class Night
21st, Musical Night
22nd, Women's Night
23rd, Rev. C. M. Laing
24th, Youth Night
25th, A. M. E. Night
26th, Class Night
28th, M. E. Afternoon

The late Dr. N. L. Smith

A faithful Christian, a wise leader, a bold fighter for a better church, better homes and better community.

SMITH MEMORIAL LEGION

Every member and friend is requested to enroll as a Legionnaire by giving $10.00 or more to apply on obligations of Church, repairs, debts, etc. If all whom the Church has helped would now help the Church we would be able to pay mortgage debt, make all necessary repairs and enlarge our program for bigger and better service.

SOUVENIR GROUP PICTURE

The picture of those giving $10.00 will be arranged in a group around the Church and one given to each member of the Legion.

THE CHURCH THANKS YOU

If you can not give $10.00, you can give something. The Church will thank you for any amount and appreciate any co-operation you may give in this campaign.

1st Session . . Monday, April 1, 1940 . . Afternoon

Organized Labor and Social Security------------------------**T. L. Gaukel**
Discussion Leader---------------**Miss Dorothea de Schweinitz**

T. L. GAUKEL

T. L. GAUKEL: Has spent the major portion of his life in the Government service. He is well known in local labor circles, not only because of his service with the Social Security Board in St. Louis since November, 1936, but also due to his former activities as manager of the St. Louis offices of the United States Department of Commerce and the National Industrial Recovery Administration.

DOROTHEA de SCHWEINITZ: A graduate of Smith College, did graduate study in economics at University of Chicago, University of Wisconsin and Columbia University. Has worked in employment service of Y.W.C.A. in New York, the public schools of Philadelphia, the State of Pennsylvania, United States Employment Service and National Youth Administration. Miss de Schweinitz has authored two books, "How Workers Find Jobs" and "Occupations in Retail Stores". Presently serving as Regional Director of the National Labor Relations Board.

SEE
REAF F. WILLIAMS
for
FORD ---- MERCURY
LINCOLN ZEPHYR

The Most Reliable Company with the
Most Reliable Salesman

MENDENHALL MOTOR CO.
2315 Locust Street CEntral 8200

This Program Printed by . . .

Advocate Press, Inc.
3019 N. GRAND BLVD.
JEfferson 7919

oOo

Printers and Publishers
St. Louis
Union Labor Advocate
"The Union Man's Newspaper"

oOo

Mrs. Wm. J. Coombs
President

Martin A. Dillmon
Editor

L. E. Nesbitt
Bus. Mgr.

Compliments of

Annie Huntley's Lunch Room

2348 Chestnut Street

James C. Lovinguth Crocery Company

Groceries and Meats of All Kinds

FREE DELIVERY SERVICE

1927 Goode Avenue FRanklin 8912

Phone, NEwstead 0456

SCHUKAR
FURNITURE COMPANY

FURNITURE, STOVES, CARPETS, ETC.

. . . Easy Terms . . .

3142 EASTON AVE. ST. LOUIS, MO.

HOSKINS & SONS

Bonded Moving and Storage . . . Shipping

2918 BELT AVENUE EVERGREEN 5462

"St. Louis' Largest Neighborhood Shoe Store"

Joe Wolff Shoe Store

4110 EASTON AVENUE

THE PLACE TO BUY SHOES FOR THE FAMILY

COMPLIMENTS OF

Ozella's Beauty Shoppe

BEN'S MARKET

1800 NORTH TAYLOR AVENUE

Fine Quality Meats and Groceries

WE DELIVER FRanklin 8738

19th WARD JEFFERSON CLUB

3419 FRANKLIN AVENUE

Falstaff Beer—Open All the Time—Cocktail Hour Every Sunday 5 P.M. to Late—The Club Is Fully Equipped with Lounge Room, Bar and Restaurant.

— Home Made Pies —

35c CHICKEN DINNER JEWELL BURLE

WHITTIER-EASTON DRUG STORE

The Rexall Store

PRESCRIPTIONS FILLED

Quick Delivery Service

4200 Easton Avenue FRanklin 9798

HAULING

ICE, COAL, KINDLING, SAND, GRAVEL AND CHARCOAL

In Any Quantities—Delivered Anywhere

J. C. CAMPBELL & SONS

4046 Cook Avenue NEwstead 0196

Compliments of the

Water's Service Station

CONOCO SERVICE

John G. Waters, Prop. Kennerly at Newstead

Compliments of

MORRIS' MARKET

1826 GOODE AVENUE

Compliments of

Midway Barber Shop

928 N. PENDLETON AVE.

J. P. Morgan, Proprietor

Compliments of

Wm. L. Silvermann

— Tailor —

2117 MARKET STREET

2nd Session . . Monday, April 1, 1940 . . Evening

8 P. M.

Organized Labor and the Negro ---------- **Milton P. Webster**
Discussion Leader ---------- **Leyton Weston**

MILTON P. WEBSTER: Native of Tennessee, educated in Illinois. Graduate of an Illinois law school. Active in labor movement more than twenty-five years. With the B.S.C.P. as an organizer and officer since its inception. Has played a major role in the development of this International Union. Now serving as Chairman of Executive Board, Supervisor of Chicago Zone and as chief grievance man in preparing and submitting all of organization's cases to National Railroad Adjustment Board.

LEYTON WESTON: A native of Texas. Received his education in public schools of Texas and at Wiley College. Served as assistant principal in public schools of Louisiana for 2 years. Has been a pioneer in the organization of Dining Car Employees, almost single-handedly and against tremendous opposition, he organized Local 354, Dining Car Employees Union embracing the employees of the Mo. Pac., Wabash, Frisco and K.C.S., now one of the most powerful units of Dining Car Workers. A keen student of the problems of workers in general and Negro workers in particular.

Annual Spring Dance

AUSPICES

Brotherhood of Sleeping Car Porters

FRIDAY, APRIL 5th, 1940 — 10 'TIL 2

Carioca Ballroom

DEWEY JACKSON'S ORCHESTRA

Admission 40c

Testimonial Banquet

HONORING:

A. Philip Randolph
President

Milton P. Webster
First Vice-President

Edward J. Bradley
Third Vice-President

Brotherhood of Sleeping Car Porters

PINE STREET Y.M.C.A.

THURSDAY, APRIL 4, 1940
6:30 P. M.

Per Plate . . . 60c

Compliments of

F. W. Woolworth Company

Five and Ten Cent Goods, Specialties, Etc.

2612 FRANKLIN AVE. ST. LOUIS, MO.

Compliments of

THE HOUSE OF QUALITY

Telephone, GArfield 7963

Arky Bros. Market, Inc.

Treat Yourself to a Real Shine

We Appreciate Your Patronage

JOE'S MIRROR SHOE SHINE PARLOR

Joe, the Dye and Stain Specialist

Joe Thomas, Prop. 722 N. Jefferson Ave.

COMPLIMENTS OF

Wm. 'Piggie' Malone

Tonsorial Parlor

108 N. JEFFERSON AVE.

Barbers—James Croones, Chester Wilson and Calip Peak

Wm. (Piggie) Malone - - - - - Proprietor

COMPLIMENTS OF

G. J. HARPER

CARPENTER — PAINTING AND GENERAL REPAIRING OF ALL KINDS

JEfferson 5253 4219 W. Cook Avenue

Compliments of

Rothman's Market

Meats With Approval

Your Dollar Has More Sense Here

1734 Pendleton Avenue FRanklin 9280

Clothing .... Hats
Furnishings and Shoes

For Men and Young Men

ZORENSKY
— BROS. —

2630 Franklin Avenue

HOME OF GOOD CLOTHES

Compliments of the

DOUGLASS THEATRE, 4201 Finney Avenue
and
STRAND THEATRE, 2000 Market Street

FRanklin 9623

Herman's Confectionery

"We Have Everything"

4284 W. St. Ferdinand —— Opposite Poro College

COMPLIMENTS OF

JIM SHEERAN

Groceries ----- Meats and Vegetables

WE DELIVER

4067 Enright Avenue FRanklin 9729

Logan's Market

Try Our Famous Home Made Pork Sausage

1041 NORTH SARAH STREET

FRanklin 9453

2nd Session . . Monday, April 1, 1940 . . Evening

Unity of the Labor Movement........................Martin A. Dillmon
Discussion Leader........................Paul W. Preisler

MARTIN A. DILLMON

MARTIN A. DILLMON: Native of Illinois, the oldest of eight children in a poor family. He was forced to leave school after the third grade to help his father feed the flock. For thirty years he has been a member of the International Brotherhood of Teamsters. In Illinois and since coming to St. Louis, he has been extremely active in Central and State Labor bodies. This, together with association with outstanding labor leaders, he says, was his major source of education and intellectual development.

His experience during the Bloomington street car strike led to his decision to take up labor journalism. For years he was St. Louis reporter for the Federated press. He has edited the St. Louis Union Labor Advocate since its inception six years ago. He is a member of the Central Trades and Labor Union Executive Board, is militantly opposed to discrimination against workers because of their color and is proud of the fact that his own union, the Teamsters, draws no color line.

Enlarging Place . .Watch for Date of Opening!

CRISPY SELECTED
HALF FRIED CHICKEN
Lettuce, Tomato, Fried Potatoes
35 Cents
— ALWAYS FRESH AT —
BOB'S CAFE
2816 EASTON AVENUE

CALL . . . . FRANKLIN 8257
24 HOURS FREE DELIVERY

Phones, FRanklin 7289- 7532- 9008
Harper's Pharmacy
PRESCRIPTION DRUGGISTS
Compton and Franklin - St. Louis, Mo.

We Give Eagle Stamps FRanklin 7270
Charles J. Marmor Dept. Store
Southwest Corner Vandeventer and Finney Avenue

COMPLIMENTS OF
DR. J. B. HARRIS
2835a Easton Avenue St. Louis, Mo.

Compliments of
Goldberg Furniture Co.
"YOUR HOME DESERVES THE BEST"
"We Have It"
1401-05 FRANKLIN AVE. ST. LOUIS, MO.

ELLIS FUNERAL HOME

Special Attention Given to Day and Night Calls

2820 Stoddard Street

Ellis Jones, Director
JEfferson 9187

Open An Account With . . .

ZEID BROTHERS
Furniture and Clothing Co.

WE OUTFIT THE WHOLE FAMILY
FURNITURE OF ALL KINDS

4101-03 EASTON AVENUE

NEwstead 2660 St. Louis, Mo.

Compliments of

Woods Tailoring Company
Makers of Fine Clothes That Fit
Experts on Alterations 4261 W. Easton Ave.

Compliments of

Berg's Super Market
4100 EASTON AVENUE

Theo. F. **Gerlach**
Established 1897
JEWELER
Thos. S. Evans Successor

●

SPECIAL ATTENTION TO REPAIRS OF
WATCHES, CLOCKS AND JEWELRY

●

Corner Taylor and Enright FRanklin 7941

Experienced Operators: Miss Nettie Williams........Owner
Mrs. Rubye Jackson......Operator

West End Beauty Salon
4482 Enright Ave. JEfferson 9425

JEfferson 6876

Charles C. Stevens
GENERAL HAULING & PUBLIC MOVING
4230 W. Belle Place St. Louis, Mo.

2nd Session . . Monday, April 1, 1940 . . Evening

The Problems of Social Service and the Negro................O. O. Morris
Discussion Leader.........................Mrs. Leona M. Evans

O. O. MORRIS

O. O. MORRIS: Graduate of Wilberforce University and Columbia University School of Social Work. Has served as Secretary of the Y.M.C.A. at Dayton, Ohio, and is now Executive Secretary of the Pine Street Y.M.C.A., St. Louis. He is a member of the Board of Old Folks' Home, the Executive Committee of the Church Federation, Inter-Racial Committee of the Social Planning Council, a leader in religious civic and educational activities of St. Louis.

* * *

LEONA M. EVANS: Graduate of a Michigan college, received her training for Social work in the St. Louis School of Social Economy, New York School of Social Work and Smith College School of Social Work. She entered social service work in St. Louis in 1918 and has been so employed since. At the present time she is serving as Supervisor of the Garfield District of the Family and Children's Service (embracing the services of the St. Louis Provident Assn., and the St. Louis Children's Aid Society).

Compliments of the
6c Shoe Repair Shop
Willie Gregg, Manager 904 N. SARAH ST.

Free Delivery FRanklin 3042
Compliments of
Sarah - Belle Pharmacy
Cut Rate Drugs—Wines—Liquors 1000 N. Sarah

FRanklin 9279 We Deliver
JOE'S CAFE
Chop Suey . . . American and Chinese Dishes
Bottled Beer 4105 FINNEY AVE.

FRanklin 9935 We Deliver
DAVIS HATTERS
CLEANING AND DYEING COMPANY
New Fireproof Storage Vault
1131-1133 N. Vandeventer Ave. St. Louis, Mo.

Phone, FRanklin 9160 Res., JEfferson 8145
Kennedy's Tin Shop
Tin, Copper, Sheet Metal Work of Any Kind
Gutters and Cornice Work Our Specialty
Any Kind of Gutters and Furnace Work
3741 WINDSOR PLACE
Arthur J. Kennedy St. Louis, Mo.

If you don't know your drugs, Know Your Druggist
Weissman Cut Rate Drug Co.
Fastest Free Delivery
4105 Easton Avenue JEfferson 5540

JEfferson 0193 Young J. Outlaw, Mgr.
OUTLAW BROS.
Moving, Packing, Shipping—Expert Furniture Moving and Piano Hoisting—Long Distance Hauling—
Bonded and Insured 2821 EASTON AVE.

W. S. WADE FUNERAL HOME

4202 Finney Avenue

When the One Inevitable Happens, Let Us Shoulder Your Burdens

SPECIALIZING IN THE CARE OF
WOMEN AND CHILDREN

MARY WADE PERKINS
President and Funeral Directress

GILBERT GRANBERRY
Manager

JEfferson 1694 ST. LOUIS, MO.

"YOUR APPEARANCE IS OUR BUSINESS"

Call GArfield 7013

GRAND CENTRAL Cleaners and Dyers

Prompt Service

204 N. JEFFERSON AVE. ST. LOUIS, MO.

For Good Furniture . . . See

KOPPEL FURNITURE CO.

1020 Franklin Ave.

OPEN EVENINGS

Ask for Mr. Munford, Our Colored Salesman

. . . EAT AT THE . . .

Floridian Grill

1112 N. Whittier St.

LUNCHES
DELICIOUS SANDWICHES OF ALL KINDS
Specialty of Barbecue

DINNERS 25c BREAKFAST 15c

F. M. Claiborne St. Louis, Mo.

. . . Visit . . .

The Jewel Dress Shop

4148 Finney Ave.

FOR BEAUTIFUL GOWNS, SLIPS,
PAJAMAS and
POPULAR SHADES IN LADIES'
FINE HOSIERY

Meet McOotsey
Better Known as "Arkansas Kid"

For the Best Home Cooked Food . . . Eat at the

Lucky Leaf Lunch Room

1034 N. Vandeventer Avenue

E. L. Merriweather - - - - - - Proprietor

Compliments of

Finney Avenue Pharmacy

PRESCRIPTION SPECIALIST

Vandeventer at Finney Avenue St. Louis

Call Us for Free Delivery . . . . . FRanklin 9184

Albert's Food Center

914 PENDLETON AVE.

Albert Radinsky, Prop. St. Louis, Mo.

SIT AND SIP . . . AT . . . .

THE CHAT & CHEW

Free Delivery Service NEwstead 0444

Delicious Home Cooked Foods

Mrs. Nina Melton, Prop. 1012 N. Pendleton Ave.

3rd Session . Tuesday, April 2, 1940 . Afternoon

2 P. M.

The Church and Organized Labor----------------------Rev. D. R. Clarke
Discussion Leader--------------------------Rev. N. W. Clark

REV. D. REDMAN CLARKE: Educated in the public schools of Philadelphia and the Philadelphia Divinity School. At the age of twelve he had assumed the responsibility of planning the business details of his mother's catering business, hiring the help, keeping the books and paying all the bills. For ten years he was an employee of the Philadelphia Post Office. He was ordained to the diaconate in 1916, and to the priesthood in 1917. Has written and produced several religious pageants. Rector of All Saints Church, St. Louis, since 1917, has served on several occasions as member of Diocesan Council of the Episcopal Church, an active worker in Civic affairs and a consistent friend of labor.

* * *

REV. N. W. CLARK: A native of Georgia. Graduate of Paine College, Augusta, Ga. Was for several years a teacher in public schools. Since entering the ministry has served in Atlanta, Georgia; Washington, D. C.; Jackson, Tenn.; Dallas, Texas; New York City, Chicago, Detroit and St. Louis. Presently serving as pastor of Lane Tabernacle C.M.E. Church, St. Louis, Mo.

ROsedale 6296

THE CABLE HOME MODERNIZING CO.

Specializing in

BUILT-IN CABINET
STORE AND BAR FIXTURES

INTERIOR REMODELING OF HOMES AND STORES
HARDWOOD FLOORS

LINOLEUM AND FLOOR COVERING

4593 Garfield Ave. 1919 Goode Ave. St. Louis, Mo.

3rd Session . Tuesday, April 2, 1940 . Afternoon

Education and Organized Labor........................Paul W. Preisler
Discussion................................Emanuel Williams

DR. PAUL W. PREISLER

DR. PAUL W. PREISLER: Native of Missouri, educated in St. Louis public schools and Washington University. Fellow National Research Council, 1927-29, Research at University of Pennsylvania, 1928-31, now instructor in Biochemistry Washington University Medical School. He is president and one of the founders of Teacher's Union of St. Louis No. 420 (Local 420 admits colored and white alike), and a past vice-president of American Federation of Teachers. Successfully filed suit in Missouri Supreme Court to restore non-partisan election of Board of Education, led successful fight to force the local Board of Education to rescind rule prohibiting teachers from joining union. Member of C.T. & L.U. Laws Committee. Active in labor movement generally.

ATTORNEY EMANUEL WILLIAMS: Native of Illinois. Educated in public and state schools of that state. Has practiced law in St. Louis for a number of years. Active in civic affairs.

COMPLIMENTS OF

BROTHERHOOD OF PAINTERS, DECORATORS AND PAPERHANGERS LOCAL UNION No. 1142

HEADQUARTERS:
Room 406, Peoples Finance Bldg., 11 N. Jefferson Ave.
FRanklin 7884

Affiliated With American Federation of Labor and the Painters' District Council, No. 2

OFFICERS
Edw. B. Bradshaw....Pres.
A. J. Johnson.....Bus. Agt.
Jacob Adams.....Fin. Secy.
Robt. W. Jackson.....Treas.

TRUSTEES
Wm. A. Starks
Virgil H. Halliberton
J. Clinton Thomas

MEMBERS

DECORATING INTERIOR AND EXTERIOR OF HOMES A SPECIALTY

A. J. JOHNSON	4370a Garfield Avenue	FRanklin 4289
ROBT. W. JACKSON	3717a Windsor Place	JEfferson 3039
WM. A. STARKS	4146 Enright Avenue	JEfferson 5092
VIRGIL H. HALLIBERTON	4033 Finney Avenue	JEfferson 6781
EDWARD B. BRADSHAW	4418 N. Market Street	NEwstead 0263
JACOB ADAMS	4339 Enright Avenue	JEfferson 3909
RICHARD SIMPSON	4416 Aldine Avenue	JEfferson 0096
FRANK C. PARKER	4242a Fairfax Avenue	FRanklin 1397
JAMES PETTIFORD	3060a Cass Avenue	

SIGN WRITERS

J. CLINTON THOMAS	4130 Cook Avenue	JEfferson 2962
LEO JOHNSON	2931 Pine Boulevard	FRanklin 7834

We take great pleasure in congratulating the Brotherhood of Sleeping Car Porters and the participating organizations in their achievements.

We wish to extend our thanks for the splendid support we have received from you in making our growth possible. We now stand prepared to serve you in your complete household needs.

FINE FURNITURE

RANGES	**REFRIGERATORS**	**RADIOS**
STOKERS	**WASHERS**	**VACUUMS**

All Makes of Phonograph Records

Ross Furniture and Appliance Co.

4275 W. Easton ***JEfferson 6873***

COMPLIMENTS OF

The St. Louis Negro Business Men's League

BENJ. F. AUSTIN
CAREFUL CABS—JEfferson 5400
11 N. Jefferson Ave.

FUNERAL DIRECTORS CASKET COMPANY
3631 Finney Ave.—FRanklin 9051
Geo. Carper, Prop.

HILL UPHOLSTERING CO.
4257 W. Easton Ave.—JEfferson 2580
Jackson Hill, Prop.

TYLER INSURANCE SERVICE
322 Peoples Bldg.—JEfferson 7087
Samuel L. Tyler, Manager

TAYLOR'S SAUSAGE
19 N. Beaumont—FRanklin 8440
L. Taylor, Prop.

U. S. FALLS & SONS SEA FOODS
2816 Easton Avenue
FRanklin 9923

HOME MODERNIZER
1918 Goode Avenue
Wm. Cable

ED. DAWKINS
Pepsicola Salesman
4111 Enright—JEfferson 2798

W. H. DAVIS GROCERY
3140 Marnice Place

LUCKY LEAF LUNCHROOM
1034 N. Vandeventer—JEfferson 6584
E. L. Merriweather, Prop.

CHARLES STEWART GROCERY
2831 Dickson Street
FRanklin 8005

T. J. ALLEN
Oil Dealer
4204 Page Blvd.—JEfferson 1567

BOYD BROS. UNDERTAKER
3704 Finney Avenue
FRanklin 4200

V. ANDERSON
Novelty Music
2845 Delmar Blvd.—FRanklin 9454

WILLIAMS TYPEWRITING CO.
2720 Mills Street—NEwstead 1176
G. Williams, Prop.

CONTRACTING AND CONSTRUCTION CO.
3871 Windsor Place—JEfferson 5157
C. Perry

TURF GRILLS
100 N. Jefferson—GArfield 9238
Alfred Ford, Prop.

ELECTRICAL CONTRACTOR
1804 Belle Glade — NEwstead 1397
Wyatt Curtiss

DE LUXE ENTERPRISES
Cab Service—GArfield 9672
Restaurant—GArfield 8210
J. J. Johnson, Prop.

BOYD LAUNDRY CO.
4061 Suburban Tr.—FRanklin 3584
H. C. Boyd, Prop.

WESTSIDE COAL CO.
4301 Finney Ave.—FRanklin 9451
A. J. Bolton, Prop.

A. J. JOHNSON
Painter and Decorator
4370a Garfield—FRanklin 4289

E. M. STIVERS FORD SALESMAN
3667 Olive St.—JEfferson 4100
Walter Jones

KENNEDY'S TIN SHOP
3741 Windsor Place—FRanklin 9160
A. J. Kennedy, Prop.

MAE'S POULTRY SHOP
4219 W. Easton Ave.—NEwstead 1627
Mae Layne, Prop.

ST. LOUIS ARGUS
2312 Market St.—GArfield 0111
H. E. Mitchell, Editor

4th Session . . Tuesday, April 2, 1940 . . Evening

8 P. M.

Politics and the Negro——David M. Grant
Discussion Leader——M. P. Webster

DAVID M. GRANT: Native of Missouri. Educated in St. Louis public schools, University School of Michigan of Liberal Arts and Howard University Law School. Has practiced law in Missouri since 1930, appointed Assistant City Counselor, City of St. Louis, 1933 and still holds that position.

He is legal advisor and associate member of the Colored Clerks' Circle, active in civic affairs and a keen student of politics. Politically, a democrat.

ROLLINS BOOTERY
SHOES FOR ENTIRE FAMILY AT REASONABLE PRICES
4503 EASTON AVENUE

Laura Lee Millinery Shoppe
HATS FOR ALL OCCASIONS
Popular Prices . . . $1.00 - $1.88
4488 EASTON AVENUE
Open Evenings Until 9 P. M., Sundays Until 1 P. M.

Compliments of
Easton Cut Rate Drug Co.
4400 EASTON AVENUE
FRanklin 9775-9167

• KLEIN •
SLIGHTLY USED CLOTHING FOR SALE
We Also Repair at Reasonable Prices
4207 W. EASTON AVENUE

FR. 7690 - NE. 1627 Mae Layne, Prop.
IF YOU ARE HARD TO PLEASE . . .
BUY FROM
MAE'S
Eggs Poultry Fish
Fruits and Vegetables
Free Delivery 4219 W. Easton Ave.

For Furniture . . . See
MENKHUS
THE HOME FURNISHER
1700-02 FRANKLIN AVE.
CEntral 4788 St. Louis, Mo.

Burkart's Drug Store

Expert Prescription Service — Chemists, Druggists
N. E. CORNER FRANKLIN and ELLIOTT AVES.
JEfferson 4065 FRanklin 8658
Try Us and Save Money — We Are Reliable

Law Offices Phone: FRanklin 9936

S. E. GARNER

ATTORNEY-AT-LAW
Suite 417-20, Peoples Finance Building

ROsedale 2357

James F. Casey

Wholesale Dealer

Eggs, Live and Dressed Poultry

1431 N. Taylor Ave. St. Louis, Mo.

COMPLIMENTS OF

L. C. BUSH

"STYLES OF THE HOUR"

Expert Tailors . . . Cleaners . . . Dyers

908 North Sarah Street

FRanklin 9173

Porters and Waiters Club

GOOD PLACE TO MEET YOUR FRIENDS
H. H. Mitchell, Manager
1006 Whittier St. St. Louis, Mo.

Compliments of

Reams Prescription Laboratory

Prescriptions Called For and Delivered
4055 W. BELLE PLACE NEwstead 4343

Harry Wright, Pres. Ida Wright, Treas.

Wright's Funeral Home

NOTARY PUBLIC
FRanklin 8672 3100 Easton Avenue

Compliments of

Theodore Meekins

ALLEN CAB DRIVER NO. 10
JEfferson 5415

Repairing While You Wait
Work Called For and Delivered

WANTED:

1000 Soles to Save

CHARLES J. HOPKINS
SHOE REBUILDER
Phone: JEfferson 3642
1106 Whittier St. St. Louis, Mo.

LEE'S CAFE

719 N. SARAH STREET

Chinese and American Foods

FLORA LEE, Prop.

Quick Delivery FRanklin 8051

"A Satisfied Customer Is My Best Advertisement"

Lucille McBlane Beauty Shop

4286 W. COTE BRILLIANTE
For Appointment Call JEfferson 1963

C. Belli Grocery

FANCY GROCERIES
CHOICE MEATS AND VEGETABLES
916 Whittier Street FRanklin 9507

4th Session . . Tuesday, April 2, 1940 . . Evening

8 P. M.

Negro Youth and Job Opportunities____________________Arnold B. Walker
Discussion Leader________________________James L. Russell

ARNOLD B. WALKER

ARNOLD B. WALKER: A native of Kansas. Received his education in public schools of Kansas, the University of Nebraska and the University of Minnesota. He has served as a member of the diagnostic staff of the Provident Assn., director of boys' work for the settlement house, and, since 1937, has been identified with the St. Louis Urban League as Industrial Field Secretary. In the latter capacity he has done yeoman work in assisting St. Louis Negro youth in the matter of opening up job opportunities.

JAMES L. RUSSELL: Received his education at Western University, Morningside College, Y. M. C. A. College and Chicago University. Taught for three years at Bartlett A & I and Western College, Kansas City, Mo. Eight years with Y.M.C.A. at Kansas City and St. Louis three years, case worker for boys' Bureau of Men, St. Louis. Actively engaged in civic and social affairs for the betterment of Negroes. Presently on staff of NYA as State Supervisor of Negro Affairs.

COMPLIMENTS OF

J. & Anthony Adams
DECORATORS

Painting, Paperhanging, Paper Cleaning, Floor Refinishing, Furniture Refinishing, Upholstering

4339 ENRIGHT AVE. JEfferson 3909

Compliments of

Dr. William Cullen Bridges

941 N. SARAH STREET

FRanklin 4639 Grant Jouharian, Mgr.

Sun Cleaning & Dyeing
927 North Sarah Street

WE CALL FOR AND DELIVER

Vivienne Beauty Shoppe
Shampooing . . . Marcelling . . . Manicuring
WE AIM TO PLEASE
FRanklin 9021 906 North Sarah Street

CHestnut 6429 X-Ray and Gas
Dr. Thos. J. Center
DENTIST
Hours: 9 to 5 -6 to 8—Sundays and Holidays
By Appointment
9a N. Jefferson at Market St. Louis, Mo.

Phone: GArfield 6648 We Do Weaving
Progressive Tailors
SUITS MADE TO ORDER
Cleaning — Pressing — Altering — Repairing
Leonard (Butter) Brown . . . D. H. Hicks
116 N. Jefferson Avenue St. Louis, Mo.

Compliments of

Sarah-Finney Pharmacy
4100 FINNEY AVENUE
FRanklin 5290

HAVE THEM DROP YOU OFF AT
"HARLEM" . . . European Plan

Harlem Hotel, Inc.
(FOR COLORED)

Rooms with Phone, Hot and Cold Running Water,
Private Bath and Shower—Room by Day or Week

DEPENDABLE HOTEL SERVICE
AT REASONABLE RATES

NEwstead 0980 3438 FRANKLIN AVE.
Robert A. Miner, Mgr. St. Louis, Mo.

COMPLIMENTS OF

•

Burton's Studio

•

3910 FINNEY AVE. ST. LOUIS, MO.

GArfield 8210 We Lead — Others Follow

DE LUXE CAFE
Jesse J. Johnson

***Home Cooked Fresh Foods
At All Times***

Southern Fried Chicken Our Specialty

When Better Meals Are Served . . .
De Luxe Will Serve Them

10 N. JEFFERSON AVE. ST. LOUIS, MO.

**Sarah & Finney Loan
and Mercantile Co.**

LOANS OF CASH MONEY
On Anything You Have of Value

DIAMONDS, WATCHES, JEWELRY, TOOLS
CLOTHING, RADIOS OR WHAT HAVE YOU?
Dress Suits Rented Tuxedos Rented
Bargains in Unredeemed Pledges
Open Until 8 P. M.
4111 FINNEY FRanklin 9662

NEW BEAUTIFUL

SEASHORE

2829 Easton Avenue

•

***St. Louis' Smartest
Restaurant and Cafe***

FINE FOODS AND FINE DRINKS

•

WE DELIVER

E. B. Koonce FRanklin 7997

COMPLIMENTS OF

Ball's Cleaning Co.
2417 PENDLETON AVENUE

"Cleaning Is Our Business"

Special Rates for School Children

Delivery Service Tele. NEwstead 1149

COMPLIMENTS OF

**People's
Liquor Stores**
WE DELIVER

Jefferson and Market
NEwstead 3375

Sarah and Finney
FRanklin 7821

Compton and Laclede Aves.
FRanklin 9077

4th Session .. Tuesday, April 2, 1940 .. Evening

8 P. M.

War and Peace ---------- A. Philip Randolph
Discussion Leader ---------- Robert N. Owens

A. PHILIP RANDOLPH: Native of Florida received his early training in the Cookman Institute, college training in the City College, City of New York, special courses in philosophy and psychology in the People's Institute in New York City. His entire public life has been devoted to efforts designed to advance the economic interest of workers in general and Negro workers in particular. Mr. Randolph has been largely responsible for the organization and development of the B.S.C.P., the only Negro International Union in existence. He is well known as an author, lecturer and editor.

ATTORNEY ROBERT N. OWENS: A native of Virginia. Educated in public schools of Virginia, John C. Smith, University and Howard University. Practicing law in City of St. Louis, organized and played important part in developing Tom Powell Post, American Legion, one of the outstanding American Legion posts in the country. Active in civic and political fields.

YOUR UNDERTAKER
A. F. Walton
(Buddy)
FUNERAL HOME
Phone: FRanklin 7817
2707 Stoddard St. St. Louis, Mo.

FRanklin 9646 A. T. Smith, Mgr.
FOR REAL SERVICE
C. E. TAYLOR
BARBER SHOP AND POCKET BILLIARDS
4263-5 W. Finney Avenue

Where Customers Are Friends Free Delivery
GREETINGS FROM
The Pendleton Market
927 Pendleton FRanklin 7462

FRanklin 7868 FRanklin 9658 FRanklin 9434
Theresa Pharmacy
919 N. SARAH STREET ST. LOUIS, MO.

Compliments of
Young's STUDIO
DISTINCTIVE PORTRAITURE
JEfferson 8760 11 N. JEFFERSON AVE.

Bartender: Louise Johnson Waitress: Lena Holmes
FOR WEST SIDE PLEASURE VISIT
Gateway Tavern
PENDLETON AND EASTON FRanklin 9277

Compliments of

LON THOMAS

FRanklin 8894

FOR CORRECT TIME CALL JEfferson 4451

Atkins Bros. Undertaking Company

Licensed Embalmer and Notary Public

3644 FINNEY AVENUE Day and Night Service

Dave's Barber Shop

1823 N. TAYLOR AVENUE

Complete Barber Service at Popular Prices

FOR APPOINTMENT CALL FRanklin 0070

Sanowsky Drug Company

PRESCRIPTION DRUGGISTS

Pendleton and Hodiamont Tracks

Prompt, Courteous Delivery — FR. 7385 - 8208 - 7839

BERGER'S MARKET

FINE GROCERIES . . . QUALITY MEATS

Fresh Fruits and Vegetables

915-917 N. SARAH STREET

Wholesale - Retail FRanklin 7394

EAT AT . . . FRanklin 7252

Oak Leaf Restaurant

SUPER-CREAMED ICE CREAM

BAR-B-Q and REGULAR MEAL

Free Delivery C. P. Douglas, Mgr.

JEfferson 2580

JACKSON HILL

Upholstering and Furniture Repair

Draperies and Slip Covers Made to Order

4257 W. EASTON AVE. St. Louis, Mo.

COMPLIMENTS OF

Friends Beauty Shop

1509 N. PENDLETON AVENUE

FRanklin 1627 Elizabeth Jones, Prop.

COMPLIMENTS OF

Pendleton Pharmacy

4301 EASTON AVENUE FRanklin 8169

5th Session . Wednesday, April 3, . Afternoon

2 P. M.

Housing and the Negro -------------------------------- **Frank L. Williams**
Discussion Leader ------------------------------ **John W. Hays**

FRANK L. WILLIAMS

FRANK L. WILLIAMS: Native of Kentucky. Was educated in public schools of Kentucky, Berea College and the University of Cincinnati. Has served as principal of high schools in Louisville, Covington and St. Louis. At present is serving as principal of Vashon High School, St. Louis. Has been active in movements for community improvements such as: Pine St. Y. M. C. A. Bldg., Colored Orphans' Home, Homer G. Phillips Hospital, etc. In 1915 he organized the New Age Building and Loan Association. He built the first apartment house in St. Louis for colored people and besides many other activities is a member of the St. Louis Housing Authority and the Board of Curators of Lincoln University.

JOHN W. HAYS: Native of Kentucky, educated in public and state schools of Kentucky and Indiana. Was president of Negro Business League for several years, active in politics, school and civic affairs. Received 50,000 votes for Board of Education, largest vote ever cast for a Negro in Missouri. Engaged in real estate business since 1920.

FRanklin 2921-8083

DINZLER'S
Quality Meats & Groceries
"WE SERVE THE BEST"
MEMBER AG STORES
3903 Easton Avenue St. Louis, Mo.

"PLEASING YOU KEEPS US IN BUSINESS"
Harris Beauty Shoppe
4322 EASTON AVENUE
Patsie Harris, Prop.

FRanklin 9232
VILLE TAP ROOM
THE CELEBRITY RENDEZVOUS
Choice Liquors — Tasty Foods
Pendleton and N. Market Henry Dawson, Prop.

COURTESY OF

SINGER SEWING MACHINE COMPANY

SALES AND SERVICE

4436 Easton Avenue NEwstead 0276

NEWPORT'S
DRY GOODS AND FURNISHINGS
For the Entire Family
4504 EASTON AVENUE

Compliments of
Dr. J. E. Gregg
11 N. JEFFERSON AVENUE
JEfferson 7987

10 to 4 — 6 to 8 GArfield 1775

D. E. O. Massey

Dentist

S. E. COR. JEFFERSON and MARKET
or 2340a MARKET STREET
ST. LOUIS, MO.

When on Your Way to Visit Friends
at the
HOMER PHILLIPS HOSPITAL
Stop at

BRUCE'S CONFECTIONERY

ICE CREAM . . . FRUITS

ONE BLOCK SOUTH—Whittier at N. Market St.
FRanklin 8420

When You Think of Better Things in

BAR-B-Q

Think of

L. A. GRIGGS

CONFECTIONS ICE CREAM

4369 COTE BRILLIANTE AVE.
St. Louis, Mo.

It's Time to Visit . . .

Allen's Beauty Shop

H. K. Allen, Prop.
CROQUIGNOLE MARCEL EXPERTS
2342 MARKET ST. GArfield 7043

FRanklin 7129 E. J. KNAPP, Prop.

SARAH

LIVE POULTRY and FISH MARKET
FRESH COUNTRY EGGS
Phone Us — We Deliver
Earl Portee, Manager 916 N. SARAH ST.

COMPLIMENTS OF . . .

SAM'S
Shoe Repair Shop

SLIGHTLY USED SHOES FOR SALE
We Also Do Repairing at Reasonable Prices

4243 EASTON AT GOODE AVENUE

VISIT THE . . . Phone FRanklin 8311

Modern Beauty Salon

FOR YOUR SPRING COIFFURE
Beauty Lies Within Your Grasp
3974 FINNEY AVE. E. Ivery, Prop.

Bus. FRanklin 9628 Res., NEwstead 1051

SANDY FORD

MOVING—PACKING—EXPRESSING
AND SHIPPING
4062 FAIRFAX AVENUE ST. LOUIS, MO.

COMPLIMENTS OF A
FRIEND

●

COMPLIMENTS OF . . . .

J. BIRENBAUM, Ph.D.

PRESCRIPTION SPECIALIST
3901 PAGE BOULEVARD ST. LOUIS, MO.

5th Session . Wednesday, April 3, . Afternoon

2 P. M.

The Negro Woman in Industry .... Mary Broussard
Discussion Leader .... Sallie Parham

MRS. MARY BROUSSARD: Native of Louisiana, was educated in the public schools of New Orleans and University of Chicago. For three and one-half years she was instructor at New Orleans College, two years instructor of Social Sciences, extension department of New Orleans College. One year with the St. Louis Relief, one year Girl Reserve Secretary, Phyllis Wheatley, Y.W.C.A. During the last two years has served as Business and Industrial Secretary of the Phyllis Wheatley Y.W.C.A.

MRS. SALLY NUBY PARHAM: A native of Ohio, educated in public schools of Ohio and Ohio State University. Has had several years experience teaching. Served as religious Education Director during the past two summers under the supervision of the Board of Education of the Methodist Church. Active in civic organizations, member of Committee of Management and chairman of Business and Industrial Committee of Phyllis Wheatley Y.W.C.A., a member of long standing in the Ladies' Auxiliary of the Brotherhood of Sleeping Car Porters.

FRanklin 9230 Radio Sales and Service

BENNETT
Radio and Electric Company
4273 W. EASTON AVENUE
oOo
PUBLIC ADDRESS INSTALLATION

Square Meal Dinnett
3404 LACLEDE AVENUE
WE SERVE GOOD TASTY MEALS AND SANDWICHES AT ALL HOURS
Cold Drinks Ice Cream Confections
Our Place Is Clean — Our Price Is Low
OUR MOTTO IS . . . SERVICE
Everybody Welcome
Herbert Sie Jenkins, Mgr.

Compliments of
Henry's Service Station
PENDLETON AT FAIRFAX FRanklin 9709

Compliments of
Carters Printing Company
4154 FAIRFAX AVENUE JEfferson 4889

PROGRESSIVE
Cleaners and Hatters
Earle S. Williams, Mgr.
FRanklin 6574 FRanklin 9053
4256 W. FINNEY 913 N. SARAH ST.
Expert Cleaning, Pressing, Repairing, Remodeling
LADIES' AND GENT'S GARMENTS

A. L. Beal Undertaking Company

Has the First Colored Lady Licensed Embalmer in the State of Missouri

OUR ENTIRE ESTABLISHMENT HAS BEEN REMODELED

Two Lovely Chapels

ALL 1940 PACKARD FUNERAL CARS

No Indebtedness on Our 20-Room Funeral Establishment Is Why We Can Give Funerals for Less and Yet Give the Best of Services That Can Be Acquired.

Attention: Wife, Husband, Mother, Sister, Daughter, Brother, Son—Why not call Mrs. Birdie Beal Anderson, for information concerning our complete funerals from $75, $100, $125, $150, $200, $250, $300, $400, $500.

Our $75 arrangement consists of Casket, Embalming, Grave, Hearse, Auto, Shaving, Trip to Hospital, Hair Dressing and Personal Service.

Our $100 arrangement consists of Casket, Embalming, Grave, Hearse, Auto, Shaving, Trip to Hospital, Hair Dressed, Box and Personal Service.

Our $125 arrangement consists of Casket, Embalming, Grave, Hearse, Auto, Shaving, Trip to Hospital, Hair Dressed, Box, Shroud and Personal Service.

Our $150 arrangement consists of Casket (Casket half Couch), Embalming, Grave, Hearse, Auto, Shaving, Trip to Hospital, Hair Dressed, Shroud and Personal Service.

Our $200 arrangement consists of Casket, (Casket half Couch), Embalming, Grave, Hearse, Auto, Shaving, Trip to Hospital, Hair Dressed, Box, Shroud, Personal Service, Floral Wreath.

Our $250 arrangement consists of Casket, (Casket Half Couch Plush), Embalming, Box, Grave, Hearse, Two Autos, Shaving, Trip to Hospital, Shroud, Floral Wreath, Hair Dressed, Personal Service.

Our $300 arrangement consists of Casket, (Casket Half or Whole Couch Plush), Embalming, Box, Grave, Hearse, Three Autos, Shaving, Trip to Hospital, Shroud, Floral Wreath, Hair Dressed, Personal Service.

Our $400 arrangement consists of Casket, (Casket Metallic and Vault Box), Embalming, Box, Grave, Dressing the Hair, Shroud, Floral Wreath, Hearse, Three Autos, Shaving.

Our $500 arrangement consists of Casket, Embalming, Box, Grave, Hearse, Three Autos, Shaving or Fixing the Hair, Vault, Metallic Casket, Floral Wreath, Trip to Hospital, Shroud and Personal Service.

A. L. BEAL UNDERTAKING COMPANY

BIRDIE BEAL ANDERSON, President

2726 LUCAS AVENUE

JEfferson 2726

6th Session . . Wednesday, April 3, . . Evening

8 P. M.

Civil Liberties and Trade Unions------------------------Charles M. Hay

Discussion Leader-----------------------A. Philip Randolph

CHARLES M. HAY: A native of Missouri. Educated at Central College and Washington University. Member of Missouri House of Representatives, 1913-14, a democratic candidate for U. S. Senate, 1928, Counselor, City of St. Louis, 1932-35, Vice-Chairman Railroad Pension Commission, 1935, Special Assistant to U. S. Attorney General, engaged to defend Railroad Retirement Act, 1936, Counsel for Railway Labor Executives Association, chairman St. Louis Board of Election Commissioners. A staunch and able fighter for the rights of workers and for civil liberties.

WE NEVER CLOSE

Fried Chicken ***Fresh Fish***

Dingle Ling Inn

613 N. Jefferson
Between Washington and Lucas Ave.

We Lead in Sea Food . . .
Others Follow

oOo

ST. LOUIS MISSOURI

Tom Powell Post Hall
3907 W. Belle Place

THE PLACE FOR YOUR NEXT
PRIVATE PARTY

Courteous Service Always

Robert N. Owens, Mgr. FRanklin 8959

A DIRECT FACTORY DEALER

E. M. Stivers, Inc.
Sales and Service

3655-57-59-61-63-65-67-69 OLIVE STREET,
Near Grand

(We're Easy to Deal With)

Walter Jones, Salesman JEfferson 4100

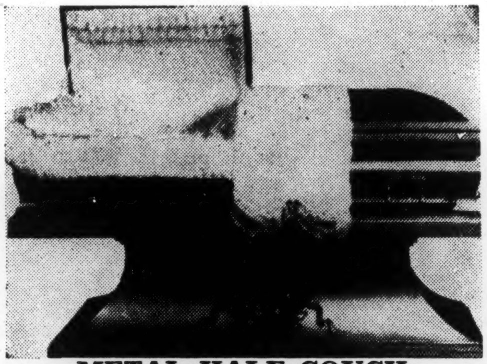
MAXINE LOIS BRUCE
Asst. Directress

QUALITY BEGETS CONFIDENCE

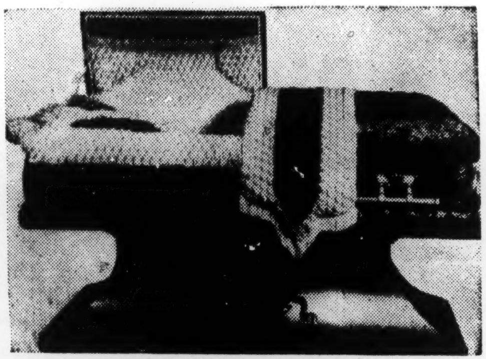
Peaceful surroundings and understanding friendliness are the keynotes of a BRUCE service, a quiet dignity and sense of complete tranquility permeates the atmosphere

G. W. BRUCE
Director

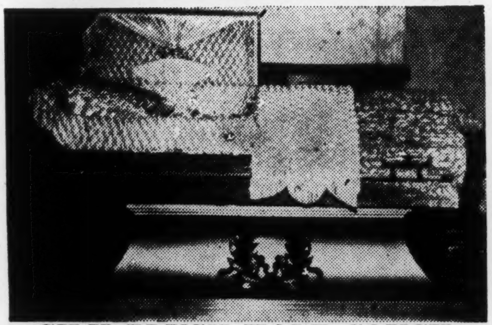
Our Eleven Years of Service to St. Louisans and Our Superior Knowledge in Serving the Greater St. Louis Area Enables Us to Offer You a Service to Suit You Financially. For Particulars in Time of Bereavement Call Mr. Bruce for a Frank Discussion. You Will Be Pleased with a BRUCE Service.



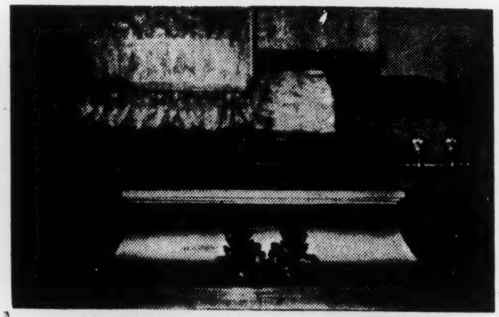
METAL HALF COUCH



BOKARA STATE



SILK PLUSH HALF COUCH



HINGE TOP DOESKIN

The Above Merchandise Will Be Found to Meet the Pride and the Financial Status of All

BRUCE UNDERTAKING COMPANY

1003 N. GARRISON
(Ambulance Service)
FRanklin 9096

6th Session . . Wednesday, April 3, . . Evening

8 P. M.

Workers' Education.. **Mark Starr**
Discussion Leader.......................... **W. H. Blackiston**

MARK STARR

MARK STARR: Native of England. At 14 years of age he went to work in the coal mines of England as his father and brothers had done, first as a "powder monkey" then as a "carting boy". He worked in the mines of Somersetshire and South Wales for 7 years reading and studying in his spare time. He attended London Labor College, 1915-16 and again for two years after the war. He was active in the Miner's Union and when the National Council of Labor Colleges was set up in 1921, he was elected to its Executive Board and served as Divisional Organizer and teacher until 1928. He has authored a number of books, among them "A Worker Looks at History," "A Worker Looks at Economics," "Trade Unionism: Past, Present and Future," and "Lies and Hate in Education."

Since coming to the U. S. in 1928, Mr. Starr has served on the staff of Brookwood Labor College and Bryn Mawr summer school. Since 1935, he has been Director of the Educational Department of the

(Continued on next page)

• *Prescription Specialist* •

TRY US

Compton-Chouteau Pharmacy

3136-38 CHOUTEAU AVENUE

FRanklin 8334-8825 FREE DELIVERY

Phone: JEfferson 5695

Dr. S. D. Miller

Dentist

901a N. Vandeventer Ave. St. Louis, Mo.

For the Finest in Clothing, Furniture and Jewelry

ON EASY WEEKLY TERMS

. . . See . . .

FRANK HOFFMAN

Your Credit Is Good with Me

Bring This Coupon in and Receive $2.00 FREE on Any Suit, Topcoat or Ladies' Coat and Suit

United Clothing & Furniture

4517-21 Easton Avenue St. Louis, Mo.

6th Session . . Wednesday, April 3, . . Evening

(Continued from preceding page)

International Ladies Garment Workers Union, a member of American Federation of Teachers, member of Executive Board of Affiliated Schools for Workers, the League for Industrial Democracy and the New York Adult Education Council. Recently, with Helen G. Norton, he has written "The Worker as a Consumer."

HARRY S. BLACKISTON: Native of Pennsylvania. Educated in the public schools of Philadelphia and the University of Pennsylvania. Has taught at West Virginia State College, Lincoln High School, Kansas City, Lincoln University and at the present time is a member of the faculty at Stowe Teacher's College, president of Board of Directors of People's Hospital, member of Board of Directors of St. Louis Urban League and St. Louis Council for Parent Education. Counselor for Interracial Division, St. Louis Council, Boy Scouts of America.

B. Wyatt, Mgr. **Ophelia Whitmore, Secy.**

Stand 1 . . . Leonard and Delmar
Stand 2 . . . . . 111 N. Compton
Stand 3 . . . . 20th and Franklin
Stand 4 . . . . W. Belle and Sarah
Stand 5 . Pendleton and W. Belle

WYATT'S TAXI
SERVICE STATION

FRANKLIN 2754

1507 Whittier Street **Saint Louis**

Paul Lyss **Says . . .**

Your Credit Is Good With Me

I Operate THE LARGEST TIME PAYMENT Store in the City . . . My Prices Are the Lowest . . . My Terms Are the Most Reasonable . . . We Show the Latest Styles and Patterns . . . .

FOR LADIES---Fine Dresses, $5.95 up. Coats $12.95 up and Three-piece Suits $24.75 up.

FOR MEN---All Wool Suits, Top Coats and Furnishings.

FOR CHILDREN - - - Boys' and Girls' Suits and Coats, $7.95 up.

BULOVA WATCHES, Wedding and Engagement Rings.

FOR THE HOME---Curtains, Drapes and Spreads.

IN OUR FURNITURE DEPARTMENT --- Rugs, Carpets, Everything in Furniture, Living Rooms, Bed Rooms and Kitchen Outfits.

PHILCO RADIOS

WESTINGHOUSE and NORGE REFRIGERATORS

1940 Big Roomy
6 Cu. Ft. Boxes.................... **$114.75**

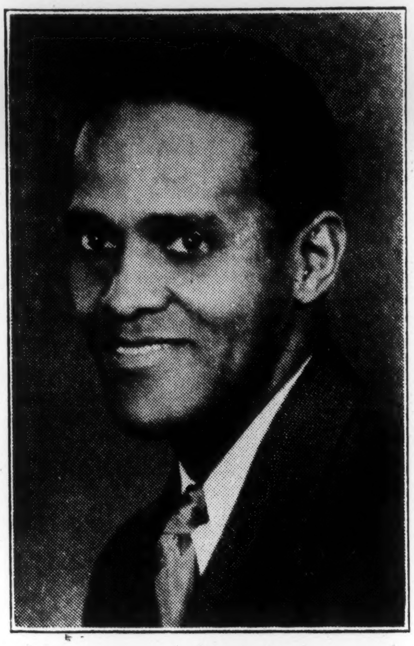
United Clothing and Furniture Co.

4517-21 Easton Avenue **FOrest 5100**

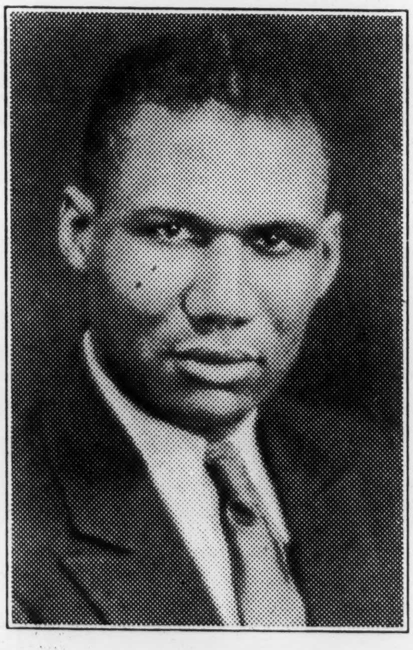
Bring This Coupon in and Receive $2.00 FREE on Any Suit, Topcoat or Ladies' Coat and Suit

COMMITTEE CHAIRMEN

C. H. LEE
Program Committee



H. E. PARHAM
Banquet Committee



C. D. MILLER
Organization Committee

RHEA PRICE
Dance Committee

Mid - Western Labor Conference Committees

**T. D. McNEAL, INTERNATIONAL FIELD ORGANIZER —
GENERAL CHAIRMAN**

PROGRAM COMMITTEE

Lee, C. H., Chairman
Adams, Leroy, Mrs.
Adams, Leroy
Bell, R. B.
Hawthorne, Josie, Miss
James, Leander
Kelley, G. C., Mrs.
King, Wm.
Lee, Lela M., Mrs.
Miller, C. D.
Miller, Ollie L., Miss
Means, J. A.
Palmer, Alzo
Parham, H. E.
Smith, John
Torian, Gus. R.
Torian, G. R., Mrs.
Walton, Frank

DANCE COMMITTEE

Price, Rhea, Chairman
Kelley, G. C., Mrs.,
  Co-Chairman
Adams, Leroy
Adams, John
Bell, R. B.
Bryant, A. L.
Butler, Texas
Dailey, A. R.
Dailey, J. E.
Dalton, John
Davis, Cliff
Hodge, McKinley
Harris, Wm.
Hinds, A.
Jackson, J.
Jones, F. W.
Luckett, Geo.
Means, J. A.
Mosely, Geo.
Nathan, Green
Newsom, L. J.
Pitts, Eddie
Redditt, W. C.
Reynolds, H.
Smith, Cy
Smith, J.
Smith, E.
Travis, J. A.
Walton, H.
White, Susie, Mrs.

BANQUET COMMITTEE

Parham, H. E.,
  Chairman
Ashley, L. J.
Biggs, Eddie
Boyd, W. H.
Carson, C.
Curby, Peter
Furlough, Walker, Mrs.
Jones, F. W.
Kelley, G. C., Mrs.
Kelley, G. C.
Middleton, R. J.
Pillars, I. H.
Shaffer, J. W.
Smiley, Wallace, Mrs.
Torian, Gus R.
Walton, Frank
Wigley, J. H.

ORGANIZATION COMMITTEE

Miller, C. D., Chairman
Billings, H. W.
Brown, C.
Carter, R. W.
Crawford, Fred
Fields, George W.
Garrett, Ed.
Green, A. J.
Harris, Roosevelt
Jones, J. E.
Jones, R. A.
Kincade, M.
Lamar, Harry
Lipscomb, Sam
Loveless, E.
Ousley, T. B.
Page, O. W.
Penny, J. W.
Robinson, Dewey
Robinson, Todd
Rushing, B. F.
Spears, Henry
Swait, George
Trotter, G. C.
Watson, Sam
Wigley, J. H.
Williams, A. A.
Wallace, Edw.

The Highest Standards ***Complete Service***

Strict adherence to the highest professional standards makes it possible to leave all funeral service details in the hands of the staff of the Peoples Undertaking Company with complete confidence.

We attend to all details tactfully and understandingly.

JORDAN CHAMBERS
Director

PEOPLES UNDERTAKING COMPANY

3100 FRANKLIN AVENUE **JEfferson 0443**

ASA PHILIP RANDOLPH

SUBJECT FILE BROTHERHOOD OF SLEEPING CAR PORTERS,

National Conference of Red Caps
Proceedings

Jan. 1938

Proceedings

National Conference Of Red Caps

◆

Chicago, Illinois January 14, 15, 16.

1938

BEST COPY AVAILABLE

LEGIBILITY IS DIFFICULT IN THE ORIGINAL

Little Theatre
Poro College,
Chicago, Illinois.

January 14, 1938.

FIRST SESSION

Delegates were registered upon their entrance to Hall.

Meeting was called to order by Temporary Chairman, A.P. Randolph, President of the Brotherhood of Sleeping Car Porters, at 12:30 p.m., after a delay which was caused by the late arrival of the Pennsylvania Railroad delegates. Each delegate was directed by the chairman to rise and declare his name and the city represented.

Mr. Randolph then addressed the Conference, calling attention to the distressing times for labor thruout the country and the world, and explaining that the "shaft of light" is Unity. The Co-Ordinator then cited the numbers of separate groups now organized and the importance of combininb forces as the most effective menas of reaching the ultimate objective of each group. To take advantage of the present public attitude - and friendship of the present national Administration, immediate action is necessary.

Mr. Randolph cited the dangers of delaying this action; the importance of selection and the duties of the Executive Board of such an organization and the cost and tangible means of raising funds to defray same were set forth. Consideration of affiliation was advised against for the present, but of immediate importance is the establishment of the status of the Red Caps now being considered by the Interstate Commerce Commission, and the fight for consideration in the Wage and Hour Bill.

Effective means of organizing and familiarizing the workers and the public with the movement were explained. It is understood the speech will be placed at the disposal of all delegates.

Correspondence from Mr. George W. Robinson, President of the Brotherhood of Washington Terminal Station Porters, was read by the chairman, stating cause of his absence and requesting permission of the substitution of Attorney George Hayes, to take his place on the program.

Attorney Leon Depres, Attorney for the International Brotherhood of Red Caps was then introduced - and discussed the status of the Red Caps. Since his connection last May, it was explained the International Brotherhood of Red Caps, has demanded that their status be declared by the Interstate Commerce Commission, and that the Questionaires sent to the Carriers, on October 29, 1937, thruout the country, were returnable to the Commission, January 4th, 1938. Decision of the Commission is now awaited and prospects of favorable decision are good. Legal means to be taken should the deciaion be unfavorable were explained.

Attorney George E.C. Hayes, attorney for the Brotherhood Washington Terminal Station Porters, was then introduced and he discussed the status of the case in Washington Supreme Court. He produced and read proceedings in the case and pointed out the soundness of the Station Porters' argument; showing that the National Mediation Board on several occasions had declared Red Caps to be employees and that the Bureau of Statistics of the Interstate Commerce Commission had considered Red Caps as employees.

However, it has been agreed with counsel for the Washington Terminal Company to postpone further action awaiting decision on the status of the Red Caps by the Interstate Commerce Commission.

Mr. John R. Lee, President Brotherhood of Red Caps of New York, City System was then introduced. He cited the importance of organizing nationally and the pooling of funds for the gigantic battle at hand, in which opposition would come from the American Association of Railroads. He also gave a brief history of the Negro Red Cap at Grand Central Terminal, having raised in numbers from forty members in 1903 to over four hundred at present and cited the importance of the Red Caps to railroad operation.

Mr. A. J. McGee, System President Brotherhood of Railroad Station Porters was introduced. He described the efforts that have been made to get beneficial ammendments to the Wage and Hour Bill and explained the ruses that have been used by the Carrieres to show that Red Caps are not employees. Even recently because of the nature of the answers on Questionaires sent to the Interstate Commerce Commission, that Commission had asked to be given power to demand true reports. He also expressed the importance of nation-wide unity.

Mr. Willard S. Townsend, President of International Brotherhood of Red Caps of Chicago, then was presented and explained the importance of unity thruout the country and also the importance of all legislation effecting the Red Caps in the least. He stressed the point that the success of the Conference depended upon unbiased and unprejudiced effort by all delegates.

Mr. Elliott Young of Cleveland and Mr. Henry Brown of New Haven, spoke and pledged cooperation.

Correspondence from Thos. Ivey, Portland, Oregon, declared regrets for his absence and requested permission to have Sidney D. Porter, serve in his stead. Mr. Porter was introduced and outlined the difficulties peculiar to the group employed by the Northern Pacific Terminal Company, represented by him. He also stated that he had been requested by the Japanese Red Caps of Seattle, and Tacoma, Washington, to report proceedings of Conference to them.

The chairman then requested all delegates present to give an expression as to each's attitude toward the Conference and its movement, and noted the ~~sentiment of~~ each speaker. Each delegate present in his turn, expressed same and general good feeling and spirit of unity was developed as a result.

Election of Conference officers was next in order.

A. Philip Randolph, was nominated for chairman by Mr. Frazier and was unanimously elected.

A. J. McGee McGee was nominated for Secretary by Mr. Willard S. Townsend, but declined.

John McCullough, was nominated by Mr. Winchester and was fuly declared elected.

The chairman stated that the schedule of affairs to be participated in by the delegates would be announced at the next session. A request that all agreements and information of value in the hands of the delegates that would help the Ways and Means Committee all to be turned over to the committee.

Next was the appointments of Credentials, Rules, Constitutional and Ways and Means, Resolutions, Publication and Worker's Education Committee. It was suggested that the Ways and Means Committee also draft a Model agreement, The chairman then stated that the Fee per delegate to raise funds to care for the expense of the Conference could be fixed after an estimate of the extent of the expense.

After the singing of "I Shall Not be Moved" - the session was adjourned.

SECOND DAY SESSION

January 15, 1938 - Poro College, Chicago.
A. Philip Randolph, Presiding.

Meeting called to order by chairman at 11 A.M.

Announcement was made that a picture of the delegation would be made at 12:30 P.M.

Reports of Committees:

E. C. Robinson reported for the Rules Committee.

Rules to govern Conference were presented and after an amendment offered by John R. Lee, limited debate on the floor to ten minutes. Upon motion made by Mr. G. Rhodes and seconded by Mr. W. Wolfork, the report of Rules Committee was received and adopted.

No report was received from the Credential committee,

A. J. McGee, Chairman of the Constitutional and Ways and Means Committee, requested Secretary W. S. Townsend to read the report of the work accomplished by the Committee.

The chairman, however, advised the committee to withhold report until completed because of the importance of the completed report and suggested that the committee call an immediate meeting for this purpose. John R. Lee asked that the committee be permitted to remain in the Conference session if any matters of importance were to be considered. After being assured by the Chairman that nothing of importance was scheduled, the committee was excused from the session.

The chairman then appointed a committee to work on the development of a Ladies Auxiliary. The committee: Brothers Porter, T. Freeman, J. Randolph, Duckwort, Hicks, Lawrence, White, Graham and Nesbitt.

The committee was advised to consider set-up of frame work; define the relation and purpose of the Auxiliary to the organization and draft article for incorporation in the Constitution.

Counselor Nelson Willis, legal adviser of International Association of Railroad Employee was introduced. In his address, Mr. Willis congratulated the group upon its selection of Mr. Randolph as Co-ordinator. After explaining that his organization comprises the Negro brakeman, fireman and switchman thruout the South, he explained the difficulties that the Railway Labor Act has caused his men thru lay-offs, caused by the applications of the white unions who control over 51% of the employees. He stated that this same act should be beneficial to the Red Caps.

Finally, he advised that for information on the Railway Labor situation, the arguments and information on the Acts of 1920-26 and 34 are set forth vividly in Senate Document #52, of the 75th Congress.

The chairman then remarked that the purpose of this Conference of Red Caps is to unify all groups of Station Porters regardless of color.

Mr. Harry Jones of Chicago, then addressed the session on the importance of Worker's Education in labor matters and particularly in pending legislation.

the Committee.

The chairman, however, advised the committee to withhold report until completed because of the importance of the completed report and suggested that the committee call an immediate meeting for this purpose. John R. Lee asked that the committee be permitted to remain in the Conference session if any matters of importance were to be considered. After being assured by the Chairman that nothing of importance was scheduled, the committee was excused from the session.

The chairman then appointed a committee to work on the development of a Ladies Auxiliary. The committee: Brothers Porter, T. Freeman, J. Randolph, Duckwort, Hicks, Lawrence, White, Graham and Nesbitt.

The committee was advised to consider set-up of frame work; define the relation and purpose of the Auxiliary to the organization and draft article for incorporation in the Constitution.

Counselor Nelson Willis, legal adviser of International Association of Railroad Employee was introduced. In his address, Mr. Willis congratulated the group upon its selection of Mr. Randolph as Co-ordinator. After explaining that his organization comprises the Negro brakeman, fireman and switchman thruout the South, he explained the difficulties that the Railway Labor Act has caused his men thru lay-offs, caused by the applications of the white unions who control over 51% of the employees. He stated that this same act should be beneficial to the Red Caps.

Finally, he advised that for information on the Railway Labor situation, the arguments and information on the Acts of 1920-26 and 34 are set forth vividly in Senate Document #52, of the 75th Congress.

The chairman then remarked that the purpose of this Conference of Red Caps is to unify all groups of Station Porters regardless of color.

Mr. Harry Jones of Chicago, then addressed the session on the importance of Worker's Education in labor matters and particularly in pending legislation.

Pamphlets on these matters were distributed, and certain books were suggested as being invaluable. He stated that a recent 4000 mile trip made by Brothers Townsend, Winchester and himself had proved the high intelligence of Red Caps generally, but an ignorance of Trade Unionism. It has been found, in Chicago, that often men can be interested more in labor activities thru sports. Therefore, a Labor Sports League has been formed and games were to commence next week.

Mr. Frazier then asked if method could not be installed to increase interest in Bag and Baggage and suggested that the subject matter of the paper be lightened, to be of interest to everyone.

Mr. Jones then informed the group that an effort was already being made to do that, but that a low budget had caused the delay.

The chairman then suggested that Mr. Jones sit with the Committee on Worker's Education.

After delegate Carlson of LaSalle Street Station, Chicago declined to make statement other than that he was present to watch the proceedings, the chairman declared a recess until 2:30 P.M.

THIRD SESSION

January 15, 1938 - Chicago, Ill.
A. Philip Randolph, Presiding

(After recess - Delegation photographed.)

Session called to order by the chairman at 4:30 P.M.

Reports of the committees were immediately called for.

Report of committee on Ladies Auxiliary was made by the chairman, Bro. Porter. It was regularly moved and seconded that the report of the committee be received. Motion was unanimously passed. Chairman Randolph explained that the Constitutional committee would consider the recommendations offered in the report.

James L. Cosgrove, President of the Pension Fund Association was introduced by the chairman.

Mr. Cosgrove discussed the Railroad Retirement Act, ratified August 29, 1935. It was explained that the Red Caps receiving no pay and therefore considered non-employees are not effected by the Act, but when Red Caps receive pay and are considered an employee, annuity starts from the date of his becoming an employee. He discussed the importance of joining the Association in order to help in the fight to get an Amendment to the Act, requiring compulsory retirement and a fair minimum pension.

The talk of Mr. Cosgrove was warmly received.

Mr. Otto Fries, Chairman of the Board of Directors of the Railroad Pension Fund Association was then introduced. Mr. Fries talked enthusiastically regarding the importance of joining the Association and cited the cost of fighting for the legislation desired, inviting all Red Caps considered as employees to join.

The chairman then welcomed the ladies present at the session and explained the intention of forming a National Ladies' Auxiliary, and the fenefits that must be derived thru their assistance.

Miss Hazel Hayes was then introduced and read an inspiring paper regarding the organizing of a Ladies' Auxiliary.

The chairman then suggested that the ladies hold a meeting immediately to form a definite organization and elect officers.

Bro. Sidney Porter was then appointed acting chairman by chairman Randolph.

The report of the Credentials committee was then made by the chairman, Mr. Corrouthers of that committee. Because of incomplete report, the chairman asked that it be completed and again submitted.

The Report of the Publications and Workers' Education committee was made by Chairman Walker of the Committee. After a motion made by Bro. Sheppard and seconded by Bro. Duckworth, the report was accepted. Bro. Townsend stated an unreadiness regarding simplifying paper Bag and Baggage. After discussion entered into by Brothers Hicks, Calloway, Jones and Lee regarding changes to be made in the publication and the cost of these changes; and an explanation by Mr. Lee that the

BEST COPY AVAILABLE

LEGIBILITY IS DIFFICULT IN THE ORIGINAL

Constitutional committee had considered the matter, the motion was passed to accept the report.

The Credentials Committee report was again submitted by Brother Corrothers. After it had been regularly moved and seconded to receive and adopt report, Bro. Lee stated an unreadiness regarding representation and after discussion by Brothers Corrothers, Lee, Winchester and Frazier, and upon suggestion of Brother Gatliff, the names of the 53 accredited delegates were read by Brother Corrothers.

During the discussion, Chairman Randolph resumed the chair. The discussion regarding eligibility of Attorney Hayes to act as a delegate was continued by Brother Mitchell and Brother Lee and Weaver and after it had been regularly moved and seconded to strike the name of Atty. Hayes from the list of delegates, the report was adopted.

Mr. Yancey then suggested that, inasmuch as the expense of the Conference was to be divided on a pro-rata basis, no delegate be allowed to vote on the Constitutional committee, until the fee was paid.

(Brother McGee made motion for recess of 15 minutes - motion lost for a second)

The chairman, upon question by Brother Bowers, explained that it was understood that each delegate would share the expense of Conference.

Brother Winchester of the Arrangements committee then stated that the pro rata share based on estimated expenses would be $1.25 each delegate.

After Brother Brown's question as to whether delegates holding proxies would pay for the number of votes accredited, recess was ordered by the chairman for fifteen minutes.

When session was resumed, it was unanimously decided that because of the complications, all proxies would be eliminated. Brother Rhodes then objected to the payment of the pro rata share, unless a delegate would attend the planned banquet. After general discussion of the matter, it was agreed that each delegate pay $1.25 as pro rata.

Payment of same was immediately made, total $60.00 for 48 delegates present.

The Report of the Constitutional and Ways and Means committee was then submitted by Chairman McGee and read by the secretary, Mr. Willard S. Townsend of the Committee.

The chairman interrupted to state that if there were no voiced objection to an Article, it would be assumed the Article was to be adopted by common consent.

The Preamble was adopted by common consent.

Article 1: (Name) adopted by common consent.

Article 2: (upon motion by Bro. Gatliff, seconded by Thompson, clause regarding Advisory committee was ordered stricken out.

Article 3: (Membership) - after discussion of Section 7, by Brothers Johnson, Brown, and an explanation by the chairman, the Article was adopted.

Article 4: (Jurisdiction) - adopted by common consent.

Article 5: (General Convention) - adopted by common consent.

Article 6: (Basis of Representation) - adopted by common consent, after a discussion of Section 5 - by Brother McGee and its meaning explained by Brother Lee, it was decided to change wording to show that all International officers and delegates to convention are eligible to election.

Article 7: (Officers and Election) - Section 3 - it was agreed to change term of office of officers to one year. Article adopted.

Article 8: (Salaries of Officers) - Section 1 - upon advise of the chairman by common consent, it was agreed to reserve authority to declare officers' salaries to the Executive Board.

Section 2 - eliminated by common consent.

Section 3 - after discussion by Brothers Lee, Bowers, Winchester and Mitchell, it was moved by Brother Thompson and seconded by E. C. Robinson, that $4.00 per day in addition to actual expense be allowed members caused to lose time by official business. The Article was adopted by common consent.

Article 9: (Duties of Officers) - adopted by common consent.

Article 10: (Initiation Fees and Dues) -

Section 4 - after lengthy discussion by Brothers Winchester, Weaver, McGee, Lee, Yancey, Cannady, Bowers and McKnight, the chairman asked for a definition of per capita tax and dues. This was explained by Brother Townsend as dues, being the amount paid by members to the Local and percapita tax as the amount paid per member to the International Brotherhood by the Local.

The chairman explained that - definitely set joining fees and dues should be collected by the Locals.

Brother Frazier made a motion that the joining fee be $1.00 and the dues $1.00 and the per capita tax $ .25 throughout the organization.

Motion was seconded and unreadiness was then voiced by Mr. Townsend McGee, Lee, King, Jones and Bowers. The motion was put before the house, and passed by count of 21 votes in favor; to 19 votes against.

After general discussion it was moved by Brother Frazier and seconded by Brother Bowers that the present members of the Locals represented be exempt from joining fees, but all new members be charged. Motion passed, The Article adopted by common consent.

Article 11: (Fiscal Year) - adopted by common consent.

Article 12: (Grievences) - adopted by common consent.

Article 13: (Strikes) - adopted by common consent.

Article 14: (Trial of General Officers) - adopted by common consent.

Article 15: (Official Publication) - Adopted by common consent.

Article 16: (Education) - adopted by common consent.

Article 17: (Union Labor) - adopted by common consent.

Article 18: (Transferal and Withdrawal Cards) - Adopted by common consent.

Article 19: (Local Charters)

Section 3 - it was agreed by common consent that charter fee be lovied by Executive Board. Article adopted by common consent.

Article 20: (Local Seal) - adopted by common consent.

Article 21: (Duties of Local Unions) - adopted by common consent

Article 22: (Duties of Local Members) - adopted by common consent.

Article 23: (Officers of Locals) - adopted by common consent.

Article 24: (Fraud in Local Election) - adopted by common consent.

Article 25: (Duties of Local Officers) adopted by common consent.

Article 26: (Executive Board of Locals) - adopted by common consent.

Article 27: (Local Expenditures) - adopted by common consent.

Article 28: (Local Unit Audits) - adopted by common consent.

Article 29: (Trials of Members) - adopted by common consent.

Article 30: (Women's Auxiliary) - adopted by common consent.

Article 31: (Opening and Closing Ceremony) - adopted by common consent.

Article 32: (Initiation Ceremony Suggestions) - adopted by common consent.

It was moved ~~by Bro. Gatliff and seconded by~~ Bro. E.C. Robinson that the report of the Constitutional Committee be received and adopted. Motion was unanimously passed.

The meeting was adjourned at 10:30 P.M. It was announced that the election of officers would be held at 2 P.M., January 16, 1938.

Next session to be 10:30 A.M., January 16, 1938.

January 16, 1938
Poro College, Chicago, Ill.

FOURTH SESSION

A. Phillip Randolph, Presiding.

Meeting called to order at 12 Noon. Attorney Adams at the request of the chair presented the aims of Afro-American Jubilee Exposition, stating that the jubilee represents the 75th year of Freedom of our group in America. That he is receiving full cooperation from the Federal Government and the State Government.

Atty. Adams stated that this Exposition plans for the Negro's future, socially economically, and politically and it shall attempt to find ways and meant to secure a higher economic position. It shall present the activities of the Negro in the civilized world. It shall illustrate our position in the present industrial set-up and asks that we as an organization support this movement by attending a public meeting and banquet. He further stated that he wished for the Red Cap Movement all the success possible as he thinks we are headed in the right direction.

Brother Randolph commented on the idea and purposes of the above exposition and gave his endorsement. The chairman then called for the Report of the Ways and Means Committee.

Report of Ways and Means Committee, presented by Brother Townsend:

ANNUAL BUDGET:

President (1st 6 mos.)	600.00	(for part time activity)
" (2nd " ")	900.00	(if fulltime required)
Sec'y.-Treas. (1st 6 mos.)	450.00	(for part time activity)
(2nd " ")	720.00	(if fulltime required)
Office Secretary (12 mos)	600.00	
Office Rent (mamimum)	600.00	
Telephone	60.00	
Electricity	60.00	
Office Supplies:		
Stationery	30.00	
Charter	50.00	
Seal	5.75	
Office Equipment	230.00	
Furniture	150.00	
Communications	250.00	
General Executive Board	1500.00	
	6205.75	
Per Diem and General Expense of G.E.B.	2000.00	
		$8,205.75

The committee agreed that the Model Agreement plus drives for funds be left to the G. E. B.

The committee recommends that immediately after the election of officers, that a meeting of the G.E.B. be held to determine the method of putting into operation the new organization.

The committee recommends further, the sume of One Hundred Dollars be given the permanent chairman of this Conference to be applied as his general expenses.

Brother Calloway raised the question whether the above Budget contained conditions for publication.

Brother Townsend explained that the G.E.B., would consider ways of financing publication.

The chairman stated that he would entertain a motion on the acceptance of the committee's report. Brother Robinson of Philadelphia moved that the report be received and adopted; seconded by Brother Freeman, unanimously adopted.

Brother Randolph advised the G.E.B. to arrange meeting with isolated groups because no organization can be heard under the provision of the Railway Labor Act unless it is of National scope. It therefore becomes the responsibility of this organization to bring the isolated groups together within your fold. He then declined the offer of financial aid provided for him by the Ways and Means Committee, stating that he had been sufficiently paid by the spirit of the movement, as has been manifested in the Conference.

Brother Lee strongly urged that the Body not recede from the original provions of the Ways and Means committee to compensate Brother Randolph.

Brother Corrothers stated that Brother Randolph has always given unstintingly of his services and has never accepted from any organization financial assistance, and would like to go on record as being the first organization to force A. Phillip Randolph to accept financial aid. This was unanimously agreed.

The Chairman called for the report of the Resolution Committee. The report

The report was made by Brother Eugene Frazier. The report was received and adopted in its entirety except for the resolution regarding the LaFaollett-Ludlow Amendment which was ruled out because it had been lost in the House of Representatives.

Session Adjourned.

January 16, 1938
2:30 P.M.

FIFTH SESSION

Session was opened by Chairman Randolph who ordered a Roll Call of Delegates. Of the 50 Delegates eligible to vote, 49 were present.

The chairman declared the session opened for nomination of officers.

Election of President.

Willard S. Townsend was nominated by Eugene E. Frazier. Brother Frazier outlined the history of the Red Cap movement under the direction of Brother Townsend and praised his untiring and invaluable service.

T. W. Winchester, after further describing the accomplishment of Brother Townsend, seconded the nomination.

A. J. McGee was nominated by E.C. Adams, who praised Brother McGee for his sincerity and perseverance in his fight for Red Caps before the National Mediation Board, and the Washington Supreme Court, and his efforts to obtain favorable legislation.

The nomination was seconded by R. Schomber, who praised Brother McGee's efforts in favor of Red Caps not only in the East. but nationally.

Upon motion made by Brother Corrothers and seconded by Brother Mitchell, the nominations were closed.

By standing vote - McGee - 15; Townsend 31.

The chair declared Willard S. Townsend duly elected President. Brother Weaver [illegible] unanimous demand for a statement of acceptance. President Townsend announced that he was too overwhelmed by the election to make an address but pledged himself to the furtherance of effort to better conditions for Red Caps.

After congratulating the newly elected President, Brother Randolph left the chair in favor of President Townsend.

Upon a suggestion of Brother Weaver, a standing vote of thanks for his invaluable service was given Brother Randolph. Brother Randolph responded modestly and extended an offoer to aid and advise the organization at any time.

Election of Secretary-Treasurer.

T. Wilbur Winchester was nominated by Brother E. Calloway, who described Brother Winchester's ability for the position and his sincerity in the movement. The nomination was seconded by Brother W.P. Hicks. It was moved by Brother Sam Johnson and seconded by Brother Quinn Graham that the nomination be closed. Motion passed. It was moved by Brother E. Gatliff and seconded by Brother E. Adams that Brother Hicks cast one unanimous vote for Brother Winchester. Motion passed. Vote was cast and Brother Winchester was declared unanimously elected by the President and congratulated. Brother Winchester declined to address the session because of the amount of business before the session.

Election of 1st Vice President:

Eugene E. Frazier was nominated by Brother T. Freeman, who described the capabilities of the nominee. The nomination was seconded by Brother Samuel Johnson.

A. J. McGee wqs nominated by Brother G.E. Rhodes. The nomination was seconded by Brother C. Thompson. Upon motion made by Brother J. Bowers and seconded by Brother E. Calloway, the nomination was closed. By standing vote - McGee 18; Frazier 27. Brother Frazier was declared duly elected and congratulated by the President.

Election of 2nd Vice President:

A. J. McGee was nominated by Brother W.P. Hicks. Nomination seconded by Brother Corrothers.

Brother Johnson moved that the nominations be closed and that Brother McGee be elected by one unanimous ballot. Motion passed. The President appointed Brother E.C. Robinson to cast the unanimous vote. The President then congratulated Brother McGee. Brother McGee thanked the delegation but declined to make a speech because of the amount of business at hand.

Election of 3rd Vice President:

John L. Yancey was nominated by Brother W. Wolford who stated the high qualifications of the nominee, and the importance of his election because of his distant location in Memphis Tenn. After a discussion showing that Brother Yancey had been called away unexpectedly, Brother McGee moved that rule preventing election of absent delegates be waived in this election of the 3rd Vice President. Motion was seconded by Brother Corrothers. Motion passed. The nomination of Brother Yancey was seconded by Brother Lee. Motion was made by Brother W.H. Brown and seconded by Brother J.E. Mitchell that the nomination be closed. The President requested Brother Henry White to cast the unanimous ballot for Brother Yancey. Brother Yancey was declared elected.

Election of 4th Vice President;

James O. Cannady was nominated by Brother E.C. Robinson. Nomination was seconded by Brother Thompson. Moved by Brother Calloway and seconded by Brother Adams that nomination be closed. Motion passed. The President requested Brother Matt King to cast one unanimous ballot for Brother Cannady. Brother Canady was declared duly elected.

Election of 5th Vice President;

Sidney Porter was nominated by Brother W.P. Hicks; the nomination was duly seconded. It was then moved by Brother E.C. Robinson and seconded by Brother McGee that the nominations be closed. The president appointed Brother Walker to cast one unanimous ballot and Brother Porter was declared duly elected.

Election of 6th Vice-President:

Brother G.W. Robinson was nominated by Brother J.E. Mitchell but objections were voiced by Brothers Bowers and Lee because Brother Robinson had attended no session of the Conference. Brother McGee made a motion that ruling be suspended to permit the nomination of Brother Robinson. Motion was seconded by Brother Mitchell. Standing vote - Affirmative 23; Negative 13.

Matthew King was then nominated by Brother E.E. Frazier. Brother King declined the nomination.

John A. Bowers was nominated by Brother Lee. Nomination was seconded by Brother H. Green.

George W. Robinson was nominated by Brother McGee. Nomination seconded by Brother Weaver.

The nomination of John Bowers was again seconded by Brother Corrothers. Brother Thompson moved that the nominations be closed. Motion was seconded by Brother W. Brown. Motion carried.

Standing vote and recount: Robinson 23; Bowers 25.

Brother Bowers was declared duly elected.

Election of General Organizer:

S. L. Corrothers was nominated by Brother Winchester. Nomination was seconded by Brother Percival. Motion was made by Brother J. Tearney. Motion carried.

The President announced the election of the Executive Board to be next in order and requested Vice President Frazier to take the chair. Brother Frazier then ordered election of the Executive Board.

Clection of Chairman: John R. Lee was nominated by Brother Townsend. The nomination was seconded by Brother McKnight. Motion was made by Brother Percival and seconded by Brother Gatliff that nominations be closed.

The President requested Brother Cannady to cast one unanimous vote in favor of

Brother Lee and he was declared duly elected. Brother Lee thanked the delegation and asked to be excused from attending the banquet arranged after the Conference session.

After a general discussion Mr. McGee suggested that a committee be appointed to recommend 14 members for the remaining 14 offices on the Executive Board.

Brother King moved that the committee be appointed to recommend the 14 members. Motion was seconded by Brother Thompson after Brother Johnson stated an unreadiness as to the fairness of the motion. Brother Rhodes suggested that the chair appoint the Vice-President as the committee. Brother Townsend then suggested that the chair assure the session that the Vice Presidents would be appointed to the committee. After this assurance by the Chair, the motion was put before the session and unanimously carried.

The chair then suggested that any recommendation any delegate had be submitted to the committee.

A fifteen minutes recess was declared.

After the expiration of the fifteen minutes ress period, the meeting was called to order by the Chairman. The report of the committee was immediately called for.

Report of Committee: (for selection of members for General Executive Board); E.E. Frazier reported for the above committee. The committee presents for your approval and selection the following brothers:

W. P. Hicks, Louisville, Ky.
W. B. Thompson, Philadelphia, Penna.
Earl Adams, New York, N.Y.
James B. Randolph, Albany, N.Y.
Charles M. Gray, Worcester, Mass.
Otho Robinson, Chicago, Ill.
Harry White, Memphis, Tenn.
W.H. Brown, New Haven, Conn.
Matthew King, Chicago, Ill.
William Woolfork, Cincinnati, Ohio.
Harold F. Green, Rochester, N.Y.
George W. Robinson, Washington, D.C.
E.C. Mitchell, Washington, D.C.
Ernest Calloway, Chicago, Ill.

These men are unanimously agreed upon by the Committee.

Brother Young moved acceptance of the recommendation. The motion was seconded by Bro. Robinson. Motion unanimously carried and the above were announced duly elected members of the General Executive Board.

A motion made by Brother Lee that inasmuch as the President and Secretary-Treasurer reside in Chicago, that the ensuing year, the Headquarters be established in that city. Motion seconded by Brother McGee. Unanimously carried.

The Chair then announced that it would entertain a motion for the seat of the next convention. Brother Frazier then offered Cleveland, inasmuch as preparations had been made for a convention in May, and a great deal of expense had been entailed, in preparation thereof. Brother Weaver requested the convention be held again in Chicago, Brother Corrothers offered New York City, Brother McGee offered the city of Brotherly Love, Philadelphia. It was properly moved by Brother Frazier and seconded by Brother Robinson that the nominations close on the above named cities.

New York by a majority vote of 27 was duly selected as the seat of the next convention.

Chairman proceeded to dismiss committees in the following order: Credentials, Rules Ways and Means and Constitutional, Resolutions, Publication and Education, Ladies Auxiliary. The Chairman thanked members of all committees for the very fine work and splendid cooperation given. Then the chairman announced that if there were no more business he would entertain a motion for adjournment. Brother A.J. McGee suggested that we sing, "I Shall Not Be Moved", before adjournment. His suggestion was agreeable and unanimously agreed to.

The chairman then thanked Brother Randolph for his untiring effort and excellent spirit of cooperation and help rendered, us in our Conference. The Conference was then dismissed.

PROCEEDINGS OF THE GENERAL EXECUTIVE BOARD MEETING
LITTLE THEATRE - PORO COLLEGE
Chicago, Illinois
January 16, 1938

Brother Lee, Chairman of the General Executive Board, called the first meeting to order at 5:25 p.m. Brother Lee suggested that the organization find ways properly to put on a firm basis the new organization, owing to the fact that the organization is completely without funds, and is at present, absolutely dependent upon per capita tax for operation, which, of course, will not be availabel for the next thirty days. He further suggested that each local send some financial assistance to the International Headquarters as soon as possible after returning. This suggestion met with the hearty approval of all the members.

Brother Green of Rochester, N. Y., made the suggestion that each local send ten dollars ($10.00) to the International Headquarters to launch the IBRC.

Brother Townsend, International President, stated that the officials of the Chicago Local had informed him that they would match any local to the amount of one hundred dollars($100.00) as a contribution to the IBRC, that we may get off to an early start.

Brother Frazier, of Cleveland, Ohio, made a motion that each brother present pledge ten dollars ($10.00) to the International Headquarters. This motion was seconded by Brother Adams.

Brother Mitchell of Washington, D. C., rose for an unreadiness, which was as follows: "Mr. Chairman, my unreadiness is in the form of a suggested amendment. I move that the above motion be amended so that it will be possible for those locals that are in a position to do so may send as much money as possible as advance per capita tax in the form of a loan, and said local continue to pay per capita tax until the amount of the loan is covered."

Brother Frazier accepted the amendment. Brother Green of Rochester, N. Y., seconded the amendedment and it was passed by acclamation.

Brother Jas. B. Randolph of Albany, N. Y., suggested that in addition to the above plan an "HONOR ROLL" be established composed of men who will donate a dollar or more towards furthering the plan.

Brother Lee requested the Secretary to send a letter to the executives of each local and to the visiting delegates, embodying in it the suggestion of Brother Randolph.

The Chairman the asked the International President if there was nything that he wished to say.

BEST COPY AVAILABLE

LEGIBILITY IS DIFFICULT IN THE ORIGINAL

PROCEEDINGS OF THE GENERAL EXECUTIVE BOARD MEETING

President Townsend stated that in reviewing the budget he found an alloted six hundred dollars ($600.00) minimum for rent, which is not available at present, and he suggested that he be allowed to occupy the same office and use the same equipment until sufficient funds accrue to instal more equipment and enlarge office quarters; and also that the Chicago Local be allowed to assume the responsibility of the rental for the ensuing month.

This suggestion was agreed upon heartily. President Townsend then asked what would be the opinion of this body in regards to the printing of charters and securing the necessary stationery. It was the general opinion that we secure credit for thirty (30) days or sixty (60) days in order to provide us with charters and stationery. Brother Townsend pointed out the fact that the International Brotherhood of Red Caps has no credit rating and that any indebtedness incurred would have to be an individual responsibility. The Chairman assured Brother Townsend that he would be supported and that he should entertain no fears that he would be left with the "bag to hold".

President Townsend cheerfully accepted the responsibility and it was agreed by the Board that such a method would be used.

Brother Greene of Rochester, N. Y., raised the question of how the General Executive Board members should operate. President Townsend explained that there was a provision made in the budget for this expense. President Townsend further inquired what will be the opinion of the body as to charters. Brother Frazier of Cleveland suggested that a certain serial number be used for each system, for instance, all locals along the Pennsylvania Line be identified with a serial number 1,000, and all along the New York Central Line be designated with the number 2,000. Brother Greene moved that the suggestion of Brother Frazier be adopted. It was seconded by Brother Adams of New York. The motion was carried and the suggestion adopted.

The question arose as to what disposition is to be made of the charters. It was decided after several comments were made that the plate that was used for the old IBRC charters be used on the new charters. It was further suggested by President Townsend that he be allowed to mail the old charters to all members of the General Executive Board for their approval who would examine them and if there are any corrections or suggestions that they would send them back to the International Headquarters.

PROCEEDINGS OF THE GENERAL EXECUTIVE BOARD MEETING

Brother Mitchell of Washington, D. C., suggested and then made a motion that the President be empowered to make the necessary changes and then send the corrected charters to the designated places. This motion was seconded by Brother Bowers. It was carried.

It was moved by Brother Frazier of Cleveland that each member of the Executive Board have a rubber stamp made of his signature at his own expense and send the same to the Main Office. This motion was seconded by Brother Carruthers. It was adopted.

There being no further business the session adjourned.

FINANCIAL REPORT OF CONFERENCE
BY THE COMMITTEE OF ARRANGEMENTS

Willard S. Townsend, Chairman- T.Wilbur Winchester, Secretary

Part 1.

Funds accrued from fees of delegates and donations

Ernest Ellis, Salt Lake City Red Caps........................$5.00

S. Porter	$1.25	James Tearney	1.25
Sam Johnson	1.25	Louis Wolf	1.25
Henry White	1.25	Cornelius McKnight	1.25
J. L. Yancey	1.25	J. R. Lawrence	1.25
James O. Cannaday	1.25	J. E. Mitchell	1.25
W. B. Thompson	1.25	Harold B. Weaver	1.25
L. W. Walker	1.25	Cornelius Thompson	1.25
T. E. Dixon	1.25	Stafford Taylor	1.25
Harold F. Green	1.25	Harold Ford	1.25
E. E. Frazier	1.25	O. D. Hawkins	1.25
Elliott Young	1.25	I. B. Valentine	1.25
George C. Green	1.25	G. E. Rhodes	1.25
W. P. Hicks	1.25	C. E. Adams	1.25
W. B. Brown	1.25	R. Schomberg	1.25
Chas. Gray	1.25	A. J. McGee	1.25
Everett Gatliff	1.25	John McCullough	1.25
John R. Lee	1.25	E. C. Robinson	1.25
Theo Freeman	1.25	Willard Townsend	1.25
John A. Bowers	1.25	E. Calloway	1.25
Jas. B. Randolph	1.25	T. W. Winchester	1.25
Ora White	1.25	Quin Graham	1.25
E. L. Duckworth	1.25	Otho Robinson	1.25
W. B. Woolfolk	1.25	Eugene Shepard	1.25
Vernon Percival	1.25	Matt King	1.25
S. L. Carruthers	1.25	George Nesbitt	1.25
		Total	$67.25

FINANCIAL REPORT OF COMMITTEE OF ARRANGEMENTS

Part 2.

Disbursements

3 Reams of Mimeograph Paper @ 45¢	$1.35
½ Pound of Duplicator Ink	1.00
Correction Fluid	0.25
11 Packages of note pads for Delegates	0.55
50 Large Envelopes, Manila	1.03
5 Dozen Pencils	0.23
2 Stenographer's Pads @ 10¢	0.20
Telephone messages	0.60
Poster Materials	0.75
Stamps	1.03
Carbon Paper	0.10
28 Stencils	4.35
Transportation of supplies to Conference	1.70
Long Distance Telephone calls	2.36
Telegrams	2.34
Luncheon	0.80
Stenographer	15.00
Banquet	15.90
Conference Hall Rent	12.00
Total -	$62.54

Part 3.

Recapitulation

Total Income	$67.50
Total Disbursements	62.54
Balance-----	$4.96

Note: Deposited $4.96 with International Secretary.

T. Wilbur Winchester
Secretary

Signed: ______________________
Chairman

ASA PHILIP RANDOLPH SUBJECT FILE BROTHERHOOD OF SLEEPING CAR PORTERS

National Railroad Adjustment Board

1967

NATIONAL RAILROAD ADJUSTMENT BOARD
THIRD DIVISION
220 SOUTH STATE STREET
CHICAGO 4, ILLINOIS

File: 295-0

Subject: National Railroad Adjustment Board
(Correspondence)

April 6, 1967

Messrs.:

Donald S. Beattie, RLEA
Russell K. Berg, IBB&B
J. M. Calhoon, NMEBA
Jesse Clark, BRS
R. C. Coutts, ATDA
M. C. Crotty, BMWE
C. L. Dennis, BRC
Erick Erickson, IBB&B
Michael Fox, RED, AFL-CIO
Wm. Fredenberger, IBF&O
H. E. Gilbert, BLF&E
Paul Hall, SIUNA
Perry S. Heath, BLE
C. F. Lane, ORC&B
G. E. Leighty, TCEU

Charles Luna, BRT
Ed S. Miller, H&RE&BIU
Thomas F. O'Callaghan, IOMMPA
G. L. O'Brien, BRCA
John W. O'Brien, SMWIA
Joseph W. Ramsey, IAM&AW
Thomas V. Ramsey, IBEW
A. Philip Randolph, BSCP ✓
P. L. Siemiller, IAM&AW
R. W. Smith, H&RE&BIU
Neil P. Speirs, SUNA
J. P. Tahney, ARSA
Ralph H. Wachowiak, RYA
Edward H. Wolfe, IBEB
James B. Zink, IBF&O

Dear Sirs and Brothers:

Referring to my letter of December 13, 1966, above file and subject, in which I advised that when Mr. Pope, Administrative Officer of the Board, issues any memoranda, it would be our purpose to furnish a copy to you; in accordance, therewith, I attach the following:

(a) Report of Referees' Salaries and Expenses for the month of March 1967;

(b) Memorandum to Members of the Board and Executive Secretaries dated April 6, 1967, reporting expenditures and obligations to March 31, 1967, from the 1967 appropriation;

(c) Memorandum to all Members, National Railroad Adjustment Board dated April 4, 1967, report of funds allocated for salaries of Referees for the quarter commencing April 1, 1967, and ending June 30, 1967;

RECEIVED
APR 10 1967
OFFICE OF THE PRESIDENT

(d) Memorandum to all Members, National Railroad Adjustment Board dated April 4, 1967, showing obligations of funds for salaries of Referees for the third quarter commencing January 1, 1967, and ending March 31, 1967;

(e) One page undated report of "ACTIVITY ANALYSIS BY OBJECT CLASSIFICATION - Activity: Adjustment of Railroad Grievances", showing three (3) Columns; (1) Appropriation 1967, (2) Estimated Appropriation 1968, (3) Increase (+) or Decrease (-);

(f) One page undated report of "ACTIVITY ANALYSIS BY OBJECT CLASSIFICATION - Activity: Adjustment of Railroad Grievances", showing three (3) Columns; (1) Requested 1968, (2) Estimated Appropriation 1968, (3) Increase (+) or Decrease (-).

I am also attaching a new report captioned "PUBLIC LAW BOARDS", showing Board Numbers 1 to 44 inclusive and the parties and number of cases involved where such information has been obtained. We shall endeavor to keep this particular report up to date so that you will be fully apprised of the number of PL Boards established under the new law.

Fraternally yours,

C. E. Kief

Chairman - Estimates, Appropriations
and Disbursements Committee

CEK/bjs
Enclosures

cc: Messrs:
J. P. Tahney, Mbr., EA&D
W. R. Meyers, Mbr., EA&D
R. E. Stenzinger, Mbr., EA&D

REFEREES -- MARCH, 1967

FIRST DIVISION	Salary	Expenses
Daugherty, Carroll R.	$150.00	- -
Larkin, John Day	125.00	- -
Moore, Preston J.	1,725.00	$399.40
Totals	$2,000.00	$399.40
SECOND DIVISION		
Abrahams, Harry	$1,100.00	- -
Dugan, Paul C.	1,300.00	$60.91
Totals	$2,400.00	$60.91
THIRD DIVISION		
Dorsey, John H.	2,625.00	468.95
Hamilton, Donald E.	1,850.00	165.32
Harr, Don J.	1,075.00	263.12
Ives, George S.	1,450.00	218.49
Lynch, Edward A.	2,675.00	325.14
Totals	$9,675.00	$1,441.02
THIRD DIVISION SUPPLEMENTAL		
Engelstein, Nathan	1,050.00	- -
Hall, Levi M.	700.00	163.20
House, Daniel	975.00	214.48
Kenan, Thomas J.	1,300.00	283.70
McGovern, John J.	2,225.00	452.66
Williams, Peyton M.	325.00	171.44
Woody, Claude S.	350.00	106.81
Totals	$6,925.00	$1,392.29
FOURTH DIVISION		
Coburn, William H.	$650.00	$161.80
Dolnick, David	200.00	- -
Seidenberg, Jacob	400.00	- -
Totals	$1,250.00	$161.80

Patrick V. Pope

Patrick V. Pope
Administrative Officer

April 6, 1967

MEMORANDUM TO MEMBERS OF THE BOARD AND EXECUTIVE SECRETARIES:

The following is a report of expenditures and obligations to March 31, 1967, from the 1967 appropriation:

Objects of Expenditure	Allotments	Amount Vouchers Submitted	Additional Obligations To End of Month	Total Obligations	Balance
Salaries of employees..................	$476,600.00	$318,564.20	$25,880.40	$344,444.60	$132,155.40
Salaries of referees...................	235,000.00	153,800.00	22,250.00	176,050.00	58,950.00
Personnel benefits.....................	39,100.00	27,975.97	1,984.18	29,960.15	9,139.85
Subsistence - referees.................	30,000.00	18,380.00	2,108.00	20,488.00	9,512.00
Other travel expenses - referees........	9,000.00	10,178.11	1,347.42	11,525.53	-2,525.53
Subsistence - Board....................	200.00	296.00		296.00	-96.00
Other travel expenses - Board..........	600.00	297.08	401.12	698.20	-98.20
Transportation of things...............	200.00	63.84	114.90	178.74	21.26
Telephone service......................	10,400.00	7,754.76	1,000.00	8,754.76	1,645.24
Telegraph service......................	100.00	60.54	15.00	75.54	24.46
Postage................................	2,500.00	1,236.00	600.00	1,836.00	664.00
Printing and reproduction..............	37,000.00	569.63	2,968.00	3,537.63	33,462.37
Other services.........................	3,000.00	2,679.13	272.20	2,951.33	48.67
Supplies and materials.................	8,000.00	6,199.67	617.10	6,816.77	1,183.23
Equipment..............................	6,000.00	3,927.29	705.58	4,632.87	1,367.13
Totals.................	$857,700.00	$551,982.22	$60,263.90	$612,246.12	$245,453.88

Patrick V. Pope

Patrick V. Pope
Administrative Officer

April 4, 1967

Memorandum to all Members,
National Railroad Adjustment Board:

In accordance with instructions of the E. A. and D. Committee, the following funds are allocated for salaries of Referees for the quarter commencing April 1, 1967, and ending June 30, 1967:

First Division...........	$5,900.00
Second Division.........	10,025.00
Third Division..........	38,900.00
Fourth Division.........	4,125.00
Total.................	$58,950.00

Patrick V. Pope

Patrick V. Pope
Administrative Officer

April 4, 1967

Memorandum to all Members,
National Railroad Adjustment Board:

The following shows obligations of funds for salaries of Referees for the third quarter commencing January 1, 1967, and ending March 31, 1967:

Division	Allocated for Quarter	Used January 1 to March 31	Remainder Unobligated
First	$6,245.00	$5,825.00	$420.00
Second	10,600.00	11,500.00	-900.00
Third	20,605.00	21,700.00	-1,095.00
Supplemental	20,605.00	20,525.00	80.00
Fourth	4,370.00	2,700.00	1,670.00
Totals	$62,425.00	$62,250.00	$175.00

Patrick V. Pope
Patrick V. Pope
Administrative Officer

ACTIVITY ANALYSIS BY OBJECT CLASSIFICATION

Activity: Adjustment of Railroad Grievances

		Appropriation 1967	Estimated Appropriation 1968	Increase (+) or Decrease (-)
11	Personnel compensation:			
	Permanent positions-------	$476,600	$477,600	+$1,000
	Positions other than permanent---------------	235,000	100,000	-135,000
	Total personnel compensation--------------------	711,600	577,600	-134,000
12	Personnel benefits----------	39,100	39,000	-100
21	Travel and transportation of persons------------------	39,800	16,400	-23,400
22	Transportation of things----	200	200	
23	Rent, communications, and utilities-----------------	13,000	13,300	+300
24	Printing and reproduction---	37,000	37,000	
25	Other services--------------	3,000	3,500	+500
26	Supplies and materials------	8,000	8,000	
31	Equipment-------------------	6,000	6,000	
	Total obligations--------	$857,700	$701,000	-$156,700

ACTIVITY ANALYSIS BY OBJECT CLASSIFICATION

Activity: Adjustment of Railroad Grievances

	Requested 1968	Estimated Appropriation 1968	Increase (+) or Decrease (-)
11 Personnel compensation:			
Permanent positions----	$500,600	$477,600	-$23,000
Positions other than permanent------------	303,200	100,000	-203,200
Total personnel compensation---------------	803,800	577,600	-226,200
12 Personnel benefits-------	44,400	39,000	-5,400
21 Travel and transportation of persons-------------	50,000	16,400	-33,600
22 Transportation of things	200	200	
23 Rent, communications, and utilities--------------	13,000	13,300	+300
24 Printing and reproduction	213,900	37,000	-176,900
25 Other services-----------	3,000	3,500	+500
26 Supplies and materials---	8,000	8,000	
31 Equipment----------------	12,700	6,000	-6,700
Total obligations------	$1,149,000	$701,000	-$448,000

PUBLIC LAW BOARDS

Board Number	Parties	Number of New Cases	Number Cases Withdrawn from Board	Total Number of Cases
1	SP - SUNA		234	234
2	SAC, NOR. - SUNA			
3	WEST. MARYLAND - BRC		3	3
4	NP - ORC & B	3		3
5	UP - ORC & B		2	2
6	UP - BLE	7		7
7	GN - TCEU	1		1
8	CRI&P - BLE	1		1
9	READING - MEBA			
10	GN - SUNA			
11	SOUTH BUFFALO - BRT	2		2
12	GTW - ORC & B			
13	P&LE - TWUA	7		7
14	MONON - BLE - BLF&E - BRT - ORC&B			
15	SP - SIGNALMEN	13	24	37
16	IND. UNION - BLF&E			
17	CB&Q - BRC	2	12	14
18	CRI&P - BRT	1		1
19	SPOKANE-PORTLAND-SEATTLE - SIGNALMEN	1	1	2
20	DT&I - BRT			
21	ST.L. SOUTHWESTERN - TCEU	58	104	162
22	RF&P - BRT	2	120	122
23	MP - BRC			
24	N&W - BLF&E			
25	CB&Q - BLE	49	14	63
26	HB&T - BRT			
27	MINNEAPOLIS, NOR. & SOU. - BLF&E			
28	OGDEN UNION RY. & DEPOT - BRT	13		13
29	PEORIA & PEKIN U. - BRT			
30	MONON - ORC&B			8
31	EJ&E - BRC		8	8
32	ERIE LACK. - BRC			
33	YOUNGSTOWN & NORTHERN - BRT			
34	ST.L.-SF - TCEU			
35	GN - ORC&B			
36	AT&SF - BLF&E			29
37	ST.L.-SF - BRT			
38	GTW - BLE			
39	SPOK. PORT. & SEATTLE - MAINT OF WAY			
40	DET. & TOLEDO SHORE LINE - BLF&E			
41	AT&SF - BLF&E			
42	MINN. DAKOTA & WESTERN - BRT			
43	L&N - BRT			
44	DENVER & RIO GRANDE WESTERN - BRT			

ASA PHILIP RANDOLPH

SUBJECT FILE BROTHERHOOD OF SLEEPING CAR PORTERS

1977

Penn Parlor Attendants Program
20th Anniversary

Penn Parlor Attendants
Brotherhood of Sleeping Car Porters
AFL-CIO/CLC

20th Anniversary Program

OPENING

GREETINGS

SCHOLARSHIP PRIZE WINNERS

INTRODUCTION OF HONORED GUESTS — Retired Members 1975-77

E. L. TUCKER	J. F. McCLAIN
A. V. WILSON	A. F. SORIANO
OSBORNE CROSBY	WALTER RICHBURG
J. W. BICKERS	J. A. EDMONDS
L. C. SIMS	S. A. DAVIS

L. H. GREENE, JR.

PRESENTATION OF CERTIFICATES

PRESENTATION OF GIFTS, Etc.

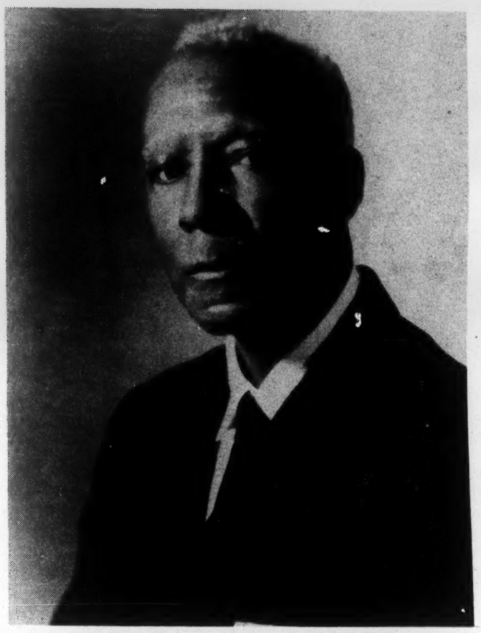
SPECIAL GUESTS

CLOSING — MUSICAL SELECTION

Music under the direction of Mrs. Louvania White Pointer
Soloist - Pianist

Greetings and Best Wishes to the Penn Parlor Attendants
upon their 20th Anniversary as Members of
Brotherhood of Sleeping Car Porters

C. L. DELLUMS
International President



HON. A. PHILIP RANDOLPH

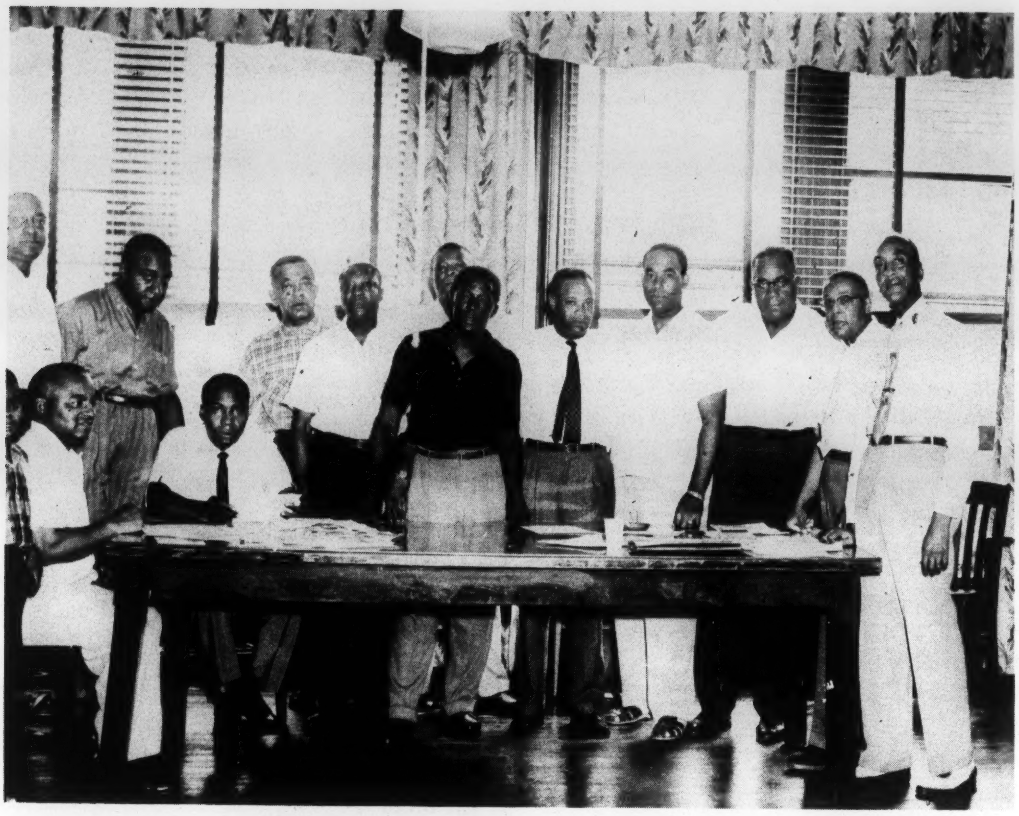
International President Emeritus
Brotherhood of Sleeping Car Porters

The 20th Anniversary of the Penn Parlor Attendants Division of the Brotherhood of Sleeping Car Porters is a Proud Day for Black People, for the Trade Union Movement, and for all Americans. For the Courageous Men and Women of the Penn Parlor Attendants, my comrades in so many struggles, have played a significant role in promoting the best values of America.

The Tradition of the Brotherhood is that of Militant commitment to Racial Justice and Social Change, and Dedication to advancing the Dignity of all People. It is a Tradition shaped by the Individual sacrifice of Thousands of Union Members who refused to accept defeat in the face of great odds and who did not shrink from the challenge posed by formidable adversaries.

The Brotherhood has been a force for Change in this Society. It moved People, and it influenced the direction of the Nation's Most Powerful Institutions. It has Accomplished these things because its own Members never gave up. I consider it a Great Honor to have Known and Worked with the Men and Women of the Penn Parlor Attendants and the Brotherhood of Sleeping Car Porters throughout my Life. And I am confident that the example set by these Dedicated People will help move America so that it does realize the Ultimate Vision of an Equal Society.

A. PHILIP RANDOLPH



FOUNDING MEETING OF PARLOR ATTENDANTS

Standing, left to right: A. J. Harris, W. H. Tate, G. J. Embrose, G. E. Nelson, E. G. Small, J. W. Thornton, H. L. Branch, E. A. Nauden, O. W. Bynum, L. H. Greene, Jr., R. W. Longley.

Seated, left to right: J. W. Harris and son Alan, Thomas Copeland.

Standing: E. J. Singleton, A. B. Crews, N. A. Washington, B. F. McLaurin, Thomas Porter.

Seated: F. E. Graves, A. H. Blair, G. B. Baugh, Frank Oliver.

The Penn Parlor Attendants was organized as a Division of the Brotherhood of Sleeping Car Porters by A. Philip Randolph, International President and General Organizer. It was charted on June 26, 1957.

These Division Members were employed by the Pennsylvania Railroad to man their fleet of Parlor Cars in operation between New York, Washington, D.C., Philadelphia, Pa. and Boston, Mass. The Parlor Car is the backbone of First Class Day Travel on the AmClub and Metro Liners of Amtrack in this Corridor.

At our Organization, our membership consisted of 125 Men. As the railroad service continued either up or mostly down, our Membership reflected these changes. Today, we have 41 members.

Under the supervision of T. T. Paterson, and later, B. F. McLaurin, the Division followed the work and procedures of the International Brotherhood.

Our first agreement with Pennsylvania was signed in 1958. Many changes in working conditions and salary followed in subsequent revisions of this agreement. Under Penn Central and later Amtrak, we enjoyed and made great strides from an economic, educational and social level.

Penn Parlor Attendants as co-named by E. M. Robinson and L. H. Greene, Jr., and P-1 as designated by Mrs. J. P. Davis, Memebership Secretary of the Brotherhood is best noted in the Organization for Two Outstanding Programs they established and conduct.

The Scholarship Prize Awards for Our Members Children, established in 1962, and their Retirement Program and Reception for all Members who retire at age 65, established in 1968. Both Programs listed on other pages are conducted on approved rules and regulations. The only Division in the Brotherhood to have such programs.

From its organization, P-1 had a membership with an alert awareness of union problems and working conditions peculiar to railroaders. Every member acted as a committee one one to assist their elected Officers to secure the best for them.

P-1 had a good cadre of Officers and Executive Board Members. Amateurs at first, but professionals later under the Division leadership of Branch, Greene, McLaurin and Randolph.

H. L. Branch and L. H. Greene, Jr. were elected and served as either Chairman or Secretary-Treasurer of the Division for 11 years. Today, L. H. Greeene, Jr. as Secretary-Treasurer is the senior elected Officer of the Division, and in 1970 the only non-pullman man to be appointed a staff zone officer. Today, he is the Eastern Member of the International Executive Board, BSCP.

Other notable Officers and Members are Ashton Smith, George Embrose, E. M. Robinson, William H. Tate, Leon Turner, Walter Richburg, A. J. Harris, John W. Harris, John R. Merritt, Frank E. Graves, J. F. McClain, J. A. Edmonds, V. L. Covington, C. E. Caviness, Frank Oliver and Thomas Copeland.

L. H. GREENE, JR.
Senior Officer

P-1 — 20th Year

Today We Commemorate the 20th Anniversary of what in its Inception was the Hope of a Group of Men for the United and Working Conditions which We could Live With.

P-1 was Born through Necessity with Amateurs as Leaders, but with Professional Advisors. Petty Differences were Solved and a New Concept of Unionism was Introduced.

1957 was a Turning Point in the Lives of Many of Us who formed P-1. During Our Existence Many Changes have been Made. We Started with the Pennsy, then Penn Central and Now Amtrak.

In the Two Decades, I am Proud to Say that P-1 Has Played quite a Memorable and Important Part in These Changes. We Became Well Known and Respected in the Eastern Corridor by Those We Served and We as Individuals Benefited.

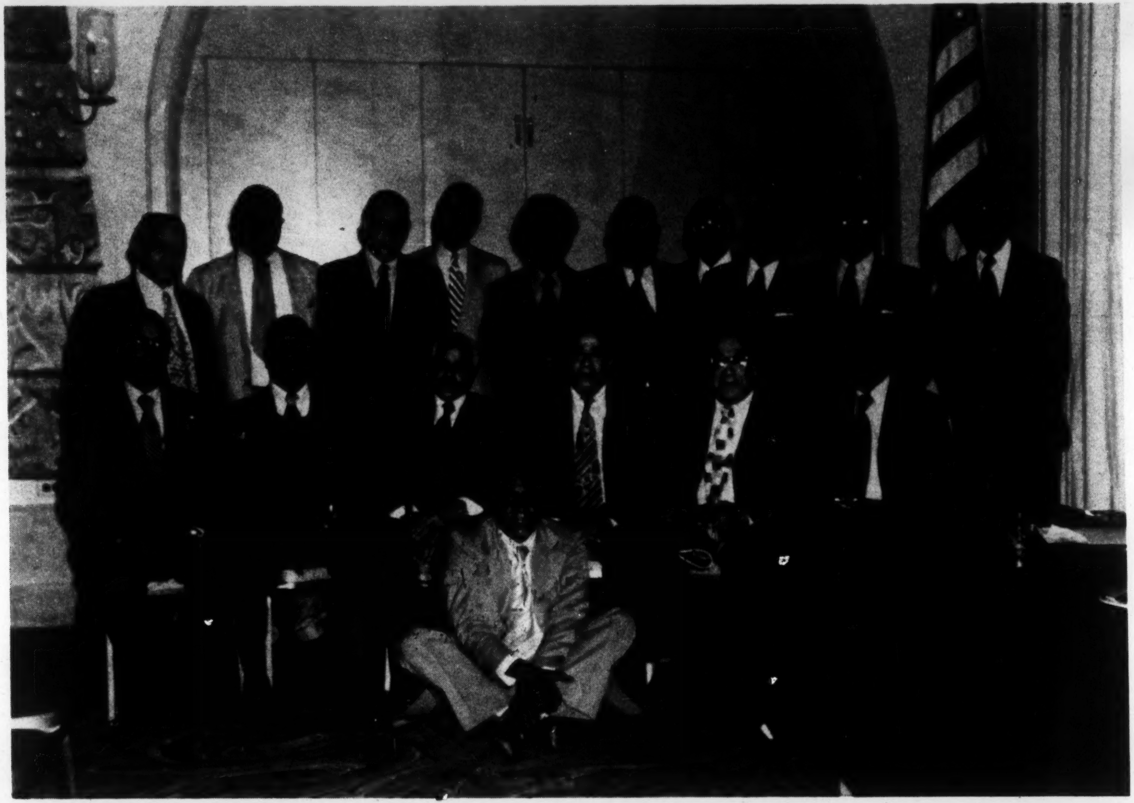
This May be the Last Gathering of P-1 as a Working Entity, but, We have Made Our Mark in the History of the Brotherhood of Sleeping Car Porters.

So Today as We Meet Here, You in Person, or in Spirit, I Wish Those of Us who will Retire this Year, Those who have Retired, and Those who Remain, Please Think Kindly of P-1.

We may not Have Pleased Everyone, But, we Tried. We Really Tried. I Thank God that I was Allowed to Play a Small Part in this Effort. God Bless and Keep You All.

H. L. BRANCH
President
Secretary-Treasurer
Retired

Penn Parlor Attendants Retired Men



Standing: J. W. Harris, J. D. Wilson, C. E. Williams, R. W. Longley, W. J. Floyd, B. Bassett, L. H. Greene, Jr., L. F. Richards, G. J. Embrose, H. M. Saunders.

Seated: A. S. Gray, I. W. Bates, F. C. Thompson, J. D. Wilcox, C. T. Lane, C. H. Hicks, J. E. Peters.

The Penn Parlor Attendants instituted their Retirement Program in 1966. This program is a reception in honor of the members who retire from railroad service at the age of 65.

Receptions were given in 1968 in Philadelphia, Pa., and in 1969, 1970, 1971 and 1974 in New York. Officially 32 members have retired. Except for seven, all are living. They are:

George J. Embrose
Ashton E. Smith
R. W. Longley, Jr.
James E. Peters, Sr.
F. C. Thompson
J. D. Wilson
H. B. Saunders
L. R. Turner
Hubert L. Branch
John W. Harris
Burrell Bassett
Charles T. Lane
C. E. Williams
J. A. Lucas
A. B. Crews
A. H. Blair
J. S. Wallace
A. S. Gray
Adolph Kindred
Edward M. Robinson
I. W. Bates
Samuel Beasley
Homer Glenn
Clyde E. Caviness
Thomas Porter

The deceased retired members are: E. A. White, M. E. Wallace, H. M. Lewis, L. F. Richards, Boyce Edwards, L. R. Higginbotham and A. N. Weaver.

YOUTH AND EDUCATION

Penn Parlor Attendants Division

Sandra J. Greene, Dr. Anna Arnold Hedgeman, Zenobia A. Tate, Angela R. Turner

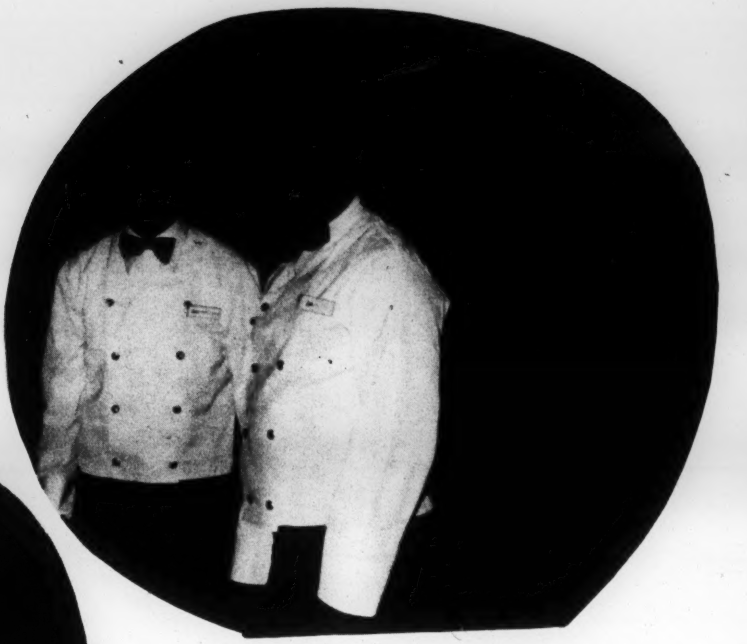
The Penn Parlor Attendants is the only Division in the Brotherhood of Sleeping Car Porters with a Scholarship Program. All children of this Division's members are eligible for a Scholarship Prize upon their graduation from high school.

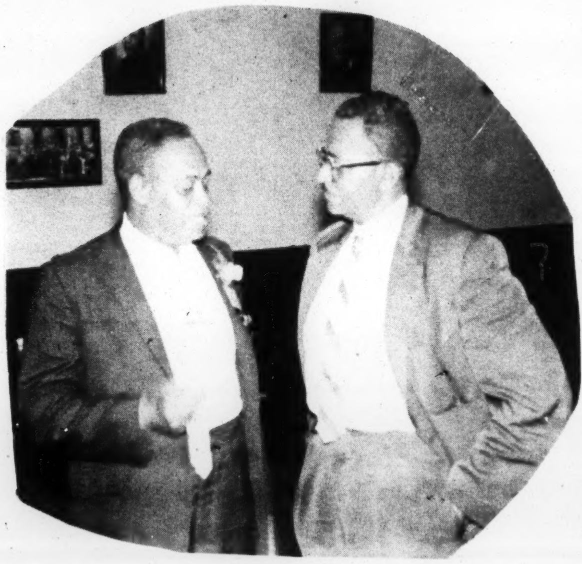
Since 1962, a total of 44 children have received their prizes at the yearly program under the theme of "Youth and Education."

The many guest speakers included Dr. Anne Arnold Hedgeman, Consultant, Church of Christ; Lawrence Branch of Merck & Company; Mrs. Angie Dickerson, lecturer, teacher and traveler; Hon. B. F. McLaurin, N.Y.C. Board of Higher Education; A. Philip Randolph, President, BSCP, and Mrs. Grace Rembert, Ladies Auxiliary. Mrs. Louvania W. Pointer was the pianist and soloist.

Some of the graduates and prize winners were Sandra J. Greene, Margie N. Dixon, Zenobia A. Tate, Angela R. Turner, Marie Knight, Ernest Gregg, Brenda Dixon, Victor Branch, Nona Floyd, Beverly A. Davis, Peter J. Hill, Jr., Arthur Sheppard, L. M. Ellis, Jr., G. W. Winfield, Jr., Dolores V. Christie, Isaac Floyd, Elaine Smith, Nicholas Noel Gibbs, Michael Barber, Patricia Edwards, Yvette Tate, E. F. Nauden, Geraldine Oliver, Kenneth Edwards, Joyce Ann Davis, Anthony Floyd, Madeline Hill, William Barber, Alan M. Harris, Elaine Floyd and Helena L. Branch.

Many of our graduates later completed their college courses, namely, Muriel Caviness, Sandra J. Greene, Margie H. Dixon, Beverly A. Davis, Dolores V. Christie, and Helena L. Branch.





1. **L. H. Greene, Jr., Secretary-Treasurer, Senior Officer of Penn Parlor Attendants, Int'l Board Member.**

2. **I. L. Small and Co-Worker.**

3B. **B. F. McLaurin, Co-Organizer Penn Parlor Attendants.**

4. **Madga and Cortez Nelson, Wash. Base.**

5. **Adolph Kindred and Mr. and Mrs. C. E. Williams.**

6. **H. L. Branch, Retired Chairman Penn Parlor Attendants.**
N. E. Adams, Chairman WWUTU.

7. **Refreshments at Program.**

8. **W. M. Stanford and A. Calvert, Wash. Base.**

COMPLIMENTS OF

Atlantic Coast District

International Longshoremen's Association

AFL-CIO

THOMAS W. GLEASON
President

WALTER L. SULLIVAN
Secretary-Treasurer

JOHN BOWERS
General Vice-President

FRED R. FIELD, JR.
General Organizer

•

VICE-PRESIDENTS

WILLIAM McGAHAY
JUAN PEREZ ROA
BERNARD J. GRIFFIN
ARTHUR WILSON
VINCENT COLUCCI
FRANK SCAVO
HERSHEY RICHARDSON
JOHN J. CAMPBELL
JOSEPH VINCENZINO
NORMAN QUIGLEY
CAROL GARDNER
THOMAS O'CALLAGHAN
ANTHONY PIMPINELLA
MYLES BILLUPS
RALPH DALEY

The United Federation of Teachers

SALUTES

THE PENN PARLOR ATTENDANTS

OF THE

BROTHERHOOD OF SLEEPING CAR PORTERS

ON THE OCCASION OF YOUR

20th ANNIVERSARY

Heartiest Congraulations and Warm Good Wishes

For Continued Success in the Decades Ahead

•

United Federation of Teachers

Local 2, AFT, AFL-CIO

ALBERT SHANKER
President

People

A

1

2

3

4

5

7

8

9

A

1. **Mrs. Angie Dickerson**
   Ernest Gregg
2. **Scholarship Winners**
   Brenda Dixon
   Victor Branch
   Marie Flanders
   Alma Smith
3. **Scholarship Winners**
   Margie N. Dixon
   Sandra J. Greene
4. **Mr. and Mrs. Ashton E. Smith, Miss Ann Smith.**
5. **Mrs. Louvania W. Pointer, Director of Music**
6. **Mrs. Migonette E. Rodwell and George J. Embrose**
7. **John H. Scruggs**
8. **L. H. Greene, Jr.,**
   B. F. McLaurin and Friend
9. **Mrs. H. L. Branch**
   Lawrence Branch
   Victor Branch

of P-1

1

B

2

3

4

5

6

7

8

9

10

B

1. **Thomas Copeland**
   H. L. Branch
   Walter Richburg
   William H. Tate
   Ashton E. Smith
   E. A. Nauden
2. **Edward M. Robinson**
3. **Beverly G. Green**
   Mrs. Gloria G. Green
   Sandra J. Greene
4. **Miss Elaine Floyd**
5. **William H. Bowe**
   B. F. McLaurin
   Mrs. Grace Rembert
6. **Mr. and Mrs. John Rembert**
   Mr. A. Rock
7. **Mr. and Mrs. Cecil Williams**
   William H. Tate
8. **Music at Scholarship Program**
9. **Mr. and Mrs. L. H. Greene, Jr., Scholarship Winner, Sandra J. Greene**
10. **Mr. and Mrs. Emery A. Nauden**

Greetings and Best Wishes

Bromsen, Gammerman,

Altier & Wayne

Attorneys at Law

▼

450 SEVENTH AVENUE
NEW YORK, N. Y. 10001

IRA GAMMERMAN

Greetings and Best Wishes

Knitgoods Workers Union

LOCAL 155 - I.L.G.W.U., AFL-CIO

519 Eighth Avenue, New York, N. Y. 10018

•

SOL GREENE
Manager-Secretary

EDWARD GELTZER
Assistant Manager

MURRAY HENDLER
President

CONGRATULATIONS TO

FRANK THOMPSON

BLACK ATHLETES HALL OF FAME, Inc.

•

Charles Mays Monica Mays

Mimi Mays Chuck Mays

Georgina Edwards

GREETINGS AND BEST WISHES

TO

WALTER RICHBURG

Mr. and Mrs. James Carter

Mrs. Allie Mae Dickey
of Wilmington, N.C.

Mr. and Mrs. Leon Dolphus
of Charlotte, N.C.

Mr. and Mrs. George Fant

Mr. and Mrs. Willie Franklin

Mr. and Mrs. Willie Richburg
of San Diego, Calif.

Mis Trina V. Richburg

Mrs. Walter Richburg

Mrs. Rosa Lee Young

Greetings

Mr. and Mrs. Franklin C. Thompson

Clarence, Pamela and Clay Page

Greetings

Samuel Davis **Beverly Davis**

Blanche Davis **Robert Davis**

Greetings

Mr. and Mrs. R. Earle Gibson

Greetings

Arsenio F. Soriano
Rogelia O. Soriano
George Soriano

GREETINGS

FROM THE OFFICERS AND MEMBERS OF

LOCAL 32B

Service Employees International Union

1 East 35th Street, New York, N. Y. 10016

John J. Sweeney, President
Thomas G. Young, Vice-President
Harry Lindner, Secretary-Treasurer
James Clark, Secretary
Cecil Ward, Asst. to the President

GREETINGS

NEW YORK JOINT BOARD
A. C. T. W. of A.

31 West 15th Street, New York, N. Y. 10011

Vincent Ricciardelli - Murray Goldstein
Managers

MANUFACTURERS HANOVER TRUST

It's banking the way you want it to be.

300 West 125th Street, New York, N. Y. 10027

DANIEL FERNANDEZ, A.V.P.
Officer-in-Charge

Greetings

Mr. and Mrs. James E. Peters, Sr.

2422 Arunah Avenue
Baltimore, Maryland 21216

Greetings

Herman M. Simmons, Sr.

Int'l Executive Board Member
Brotherhood of Sleeping Car Porters
Oakland, California

GREETINGS

RAILROAD ACTIVE AND RETIRED MEN'S CLUB

350 West 145th Street, New York City

Russell Golding, President
Anderson Nobel, Secretary
Lawrence C. Bassett, Treasurer
Frank C. Thompson

MO 8-7868 Est. 1914

ROSENBAUM
Paints & Distinctive Wallpaper
Sales - Storm Windows - Repairs

26 EAST THIRD STREET
Mount Vernon, N. Y.

Harry E. Walsh

Congratulations and Best Wishes to
P-1 and Mr. Greene

DeMARCO SUPERETTE

Best Wishes and Continued Success
to P-1 Parlor Car Attendants

Jessica B. Poindexter-Davis

Retired Supervisor & Membership Clerk,
B.S.C.P. 1937-1969
International Organizer & Coordinator,
Key Women of America, Inc.

Greetings and Best Wishes from

Mr. and Mrs. Vernon G. Johnson

AD 4-8112 Notary Public

S. McMILLAN, Inc.
Funeral Directors and Embalmers
Sylvester McMillan, Manager

2276 SEVENTH AVENUE
Corner 134th Street
New York, N. Y. 10030

Air Conditioned

Greetings P-1
Congratulations on your Anniversary
Many More Successful Years

Eldica R. Allen

Florriette G. Allen

Greetings to P-1
Greetings Penn Parlor

Association of Retired Men
Brotherhood of Sleeping Car Porters

817 Que Street, N.W.
Washington, D.C. 20019

Greetings to All of Our Friends

Vivian and Gloria Covington

Rockingham, North Carolina

GREETINGS FROM

CHICAGO DIVISION
B.S.C.P.

L. J. Shackelford, Jr.
Pauline Helm
Greg LeRoy
Vernell Johnson
Lacy L. McDonald
U. C. Crowder
Rex Stewart
F. W. Smith
Joe Moore
Paris Hall
Claude Hopewell
Adolphus Steele
C. J. Morris

Mack Hester
Richard Jones
Moses Donley
F. D. Benton
G. R. Tillman
C. G. Gholar
J. A. Berry
Luther Bailey
Julius D. Owens
Carvey Person
R. E. Calhoun
W. C. Blackwell

GREETINGS TO

V. L. COVINGTON

Mr. and Mrs. Eli Adams
Luridean Watkins
Lena Leak
Maggie Harrison
Ella Harrington and Family
Santi and Paul Saunders
Prince and Polly Hailey
Mr. and Mrs. Jasper Christman, Sr.
Mr. and Mrs. Jasper Christman, Jr.

Greetings and Best Wishes

Mr. and Mrs. Burrell Bassett

Greetings

Mr. and Mrs. Emery A. Nauden
Mr. and Mrs. Emery F. Nauden
Miss Leatrice Nauden
Mr. Russell Nauden

GREETINGS

BAPTIST HOUSE OF PRAYER

Rev. Seymour Harris, Pastor
Deacon James Boone
Deacon Richard Lee
Deacon Leroy Jackson
Deacon Leroy Macon
Trustee Sis. Viola Macon
Trustee W. E. Turner
Senior Choir - Bro. Geo. S. Starling
Flower Club - H. Sanderlin

In Memory

BARNEY

Passed April 7, 1977

Greetings
THE HARTLEY FAMILY
Edward J. Hartley
Janet Hartley
Marcia Hartley
Edward Hartley, Jr.
Everald Adams

Greetings and Best Wishes

Josephine Bailey

John H. Scruggs

Greetings

Mr. and Mrs. Charles T. Lane

A. PHILIP RANDOLPH
LEADERS OF TOMORROW
SCHOLARSHIP FUND, Inc.

Headquarters:
103 East 125th Street - Suite 610
New York, N. Y. 10035

James E. Smith, Sr.
National President

GREETINGS AND BEST WISHES

PENNSY SOCIAL CLUB

350 WEST 145th STREET

New York, N. Y.

Compliments of

THE OLIVER FAMILY

Frank Oliver
Cornelia Oliver
Frank Oliver, Jr.
Winford Oliver
Taron Oliver
Peggy Oliver
Felita Oliver
Deborah Oliver
Vivian Oliver Shellman
Maggie Oliver Newsome
Beverly Oliver Johnson
Geraldine Oliver Rose

Compliments of

WILLIAM H. TATE

Richard W. Carson's

MY SHOP

403 West 145th Street
New York, N. Y.

---

(212) 992-1300

ELEASE'S LIQUOR STORE

There is no PLACE like this PLACE anywhere near this PLACE. So this must be the PLACE.

930 SHERIDAN AVENUE
Bronx, N. Y.

MO 3-2140 Free Delivery

HOUSE & DOUGLAS

WINES & LIQUORS

2019 SEVENTH AVENUE
(Corner 121st Street)
New York, N. Y.

Samuel W. House
Gloria J. House
Al Douglas
Helen Douglas

Greetings and Best Wishes

Mr. and Mrs. Arnold A. Smith

Yvonne's Candy Store - Variety

346 West 145th Street
New York, N. Y.

Soul Greeting Card Shop

394 West 145th Street
New York, N. Y.

Greetings and Best Wishes
On Your 20th Anniversary
Atlanta Division
Brotherhood of Sleeping Car Porters
Henry B. McConnell, Secy.-Treas.

CONGRATULATIONS - BEST WISHES TO
WALTER RICHBURG and MEMBERS OF P-1

PROGRESSIVE SEVEN

We invite you and friends to participate in our coming activities:

Vacation in Richmond and Virginia Beach - August 6, 1977

Dinner-Party at Astoria Manor - November 13, 1977

Vacation - 15 Days, London, Paris, Rome and Madrid - 1978
Beginning July 27th

For information write: The Progressive Seven
P.O. Box 560, Manhattanville Station
New York, N. Y. 10027

LEhigh 4-4412 831-6600

Established 1890

TRYFOROS BROS., INC.

Florists

56 EAST 125th STREET

New York, N. Y. 10035

Greetings and Best Wishes

THE PROFESSIONAL HOUSEHOLD

WORKERS OF AMERICA

18 West 56th Street
New York, N. Y. 10019
Phone: (212) 265-1466

B. F. McLaurin, President

Greetings

EDWARD M. ROBINSON

EARLEEN L. ROBINSON

Best of Luck and Regards to All
My Co-Workers and Penn Parlor

MRS. J. B. WILSON

J. D. WILSON

J. D.

Greetings and Best Wishes to P-1

JACKSONVILLE ATTENDANTS

Brotherhood of Sleeping Car Porters

J. W. Cohen, Sr., Chairman

BOOSTERS – FRIENDS

From AMTRAK

Joseph Lewis
Kevin Fish
Marilyn Etheridge
Margaret Sander
R. B. Narine
A. C. Liddelow
Gerald L. Price
Madison I. McCall
Ruth Ann Martin
Ethel L. Anderson
J. A. Logan, Jr.
L. C. Eiland
Luther King
Royal Harvard
H. E. Lambert
C. H. Saams
J. U. Eckert
Frank J. Summa

Mary Marino
Claire Kenny
Charles Prideaux
Thomas Albach
Major Hodge
C. Madeline Wyleczuk
Theresa R. Clarke
Mary E. Jones
Lillian Ridgley
Mabel Vess
John C. Peni
William P. Queen
C. H. Salmond
Elgie Patrick, Jr.
J. K. Crawford
W. J. Curdy
John E. Kind
Harry A. McCall

A. C. Bonanno
J. H. Skinner
Frezzell Brewer
William H. Young
Eric Smith
Kenneth Ross
Magda Nelson
Cortez Nelson
M. Scavarelli
O. N. Willis
J. S. Brewer
George A. Kriloff
Herb J. Marryatt
F. G. Jenny
T. Legette
Blondie C. Clinton
Al McLaughlin
R. Vivo

From PROFESSIONAL HOUSEHOLD WORKERS

Pearl E. Johnson
Glenn Ray
Dolores J. Bullard
Dolores Magnotta
Mrs. B. F. McLaurin
Mrs. Hortense Gardner
Elizabeth Freund
Pauline Anderson

Gilbert Knight
Helen Starr
Josephine Banks
Wiley Brown
Bertha Guscott
Anna Robinson
Mrs. Linda C. Ewool
Genevie Bouleware
Alethea Y. Saltus

Laura Jackson
Karolina Loren
Juanita Minors
Sarah Francis
Joe Brown
John Ross
Ollie Stackhouse
Verna Hancock

From RFW-TWU

Walter Hamilton
Eugene Morris
A. Calvert
I. L. Small
R. E. Randolph
J. W. Jones

R. S. Spence
L. F. Hunt
Cleve Harris
J. F. McClain
T. E. Bailey
W. Chambers

F. Brewer
Howard W. Taylor
Eugene McDonald
O. N. Willis
C. L. Suttton
J. D. Wilcox

MT. VERNON CLEANERS
Dry Cleaning Specialist
5 WEST THIRD STREET
Leaster Hall, Mgr.
Mt. Vernon, N. Y.

Acknowledgment

We wish to extend our sincere thanks to all who have worked so diligently these past few months to make this afternoon a momentous occasion. It would not have been possible without the perseverance and cooperation of our friends, especially those who pass advertisements and greetings in this Journal.

Permit us to extend good wishes to all those have joined with us this afternoon to honor our Scholarship Prize Winners, our Retired Men and the Members of the Penn Parlor Attendants Division of the Brotherhood of Sleeping Car Porters.

A special acknowledgement must go to Mrs. Jane J. Greene for her participation in the preparation of this Program and Journal.

THE COMMITTEE

Officers

BROTHERHOOD OF SLEEPING CAR PORTERS

C. L. DELLUMS
International President

L. J. SHACKELFORD, JR.
International Vice-President

W. W. SEYMOUR, SR.
International Secretary-Treasurer

Executive Board Members

A. R. Blanchette
L. H. Greene, Jr.
L. B. Thompson
H. M. Simmons
J. W. Cohen, Sr.

PENN PARLOR ATTENDANTS

J. D. WILCOX
Chairman

WALTER RICHBURG
Vice-Chairman

L. H. GREENE, JR.
Secretary-Treasurer

Executive Board Members

A. J. Harris
W. H. Tate
J. A. Edmonds
S. A. Davis
J. R. Merritt
A. H. Blair
L. R. Turner
H. Glenn

Greetings and Best Wishes to

PENN PARLOR

Mrs. Doris H. Robinson
Mrs. Lillian B. Hines
Mrs. Althea B. Gary
Mrs. Eugenie A. Pemburton
Mrs. Hope S. Bowens
Mrs. Annie B. Johnson
Miss Catherine St. Hill
Mrs. Isma Hassell
Mrs. Bernice L. Wilds
Mr. and Mrs. Lloyd R. Wright, Jr.

GREETINGS TO

WALTER RICHBURG and P-1

Mr. and Mrs. Chris Dessaure
Mr. and Mrs. Samuel L. Foggie
Mr. and Mrs. John W. Young
Mr. and Mrs. George E. Young
Mrs. Rosa Lee Young
Mr. Reginald Young

440 Ira Rosenberg, Inc., 58-08 37th Ave., Woodside, N.Y. 11377

PENN PARLOR ATTENDANTS

Members — Since 1965

I. F. Alexander

C. H. Barber
Burrell Bassett
I. W. Bates
Joseph Bellinger
Samuel Beasley
J. W. Bickers
A. H. Blair
H. L. Branch
*W. P. Brown
*W. T. Brown
*L. M. Bowser
Walter Buck

C. E. Caviness
A. B. Crews
Osborne Crosby
Thomas Copeland
*Richard Copeland
E. B. Cummings
*W. S. Crawford
W. S. Christie
V. L. Covington
Armistice Calvert

S. A. Davis
N. T. Dixon
G. E. Davis
*W. H. Davis

G. J. Embrose
*L. M. Ellis
J. A. Edmonds
*Boyce Edwards
Claude Edwards

W. J. Floyd
D. S. Fitspatrick
*Casey Grant
A. S. Gray

J. G. Gregg
L. H. Greene, Jr.
*W. A. Greene
*F. E. Graves
H. L. Graham
Homer Glenn

J. W. Harris
*L. R. Higginbotham
A. J. Harris
Luther Hogan
P. J. Hill, Jr.
Cleve Harris
J. E. Hill
E. J. Hartley

F. D. Johnson
J. H. Jenkins
Meryn James

Adolph Kindred
Gilbert Knight
C. A. Kelly

C. T. Lane
R. W. Longley, Jr.
*H. M. Lewis
J. A. Lucas
Donald L. Leasure

*A. S. McLane
J. M. Miller
Jesse Mitchell
J. F. McClain

E. A. Nauden

Frank Oliver

Thomas Porter
James E. Peters

*L. F. Richards
E. M. Robinson
Walter Richburg

P. T. Sant
Arthur Sheppard
Ashton E. Smith
A. F. Soriano
L. C. Sims
*J. C. Smith
W. M. Stanford
J. H. Scruggs
I. L. Small

*T. M. Taylor
*Walter Taylor
William H. Tate
F. C. Thompson
E. L. Tucker
L. R. Turner

S. S. Varner

*M. E. Wallace
C. E. Williams
J. D. Wilson
A. V. Wilson
J. R. Wilson, Jr.
J. W. Williams
*G. W. Winfield
*B. A. Wilmore
*E. A. White
J. D. Wilcox
Ezell Warren
*A. N. Weaver
L. R. Wright
J. S. Wallace

J. R. Yarborough

* Deceased

ASA PHILIP RANDOLPH

SUBJECT FILE BROTHERHOOD OF SLEEPING CAR PORTERS

- Railway Passenger Service

1959

RAILWAY PASSENGER SERVICE

DISSERTATION

BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

June - 1959

THE TRANSPORTATION ACT OF 1958 AND PASSENGER SERVICE

From January until May, 1958, the Surface Transportation Subcommittee of the United States Senate held extensive hearings on the deterioration of American railroads. The testimony presented by the rail carriers was largely devoted to a rather pessimistic discourse on passenger service. This was readily understandable in view of the alleged $700-million deficit created by passenger operations. The companies' representatives sought for and succeeded in getting legislation enacted to provide a way to cut the deficits by curtailing services.

There is every indication that the eastern railways have greater plans than merely cutting passenger losses. They are in the process of totally liquidating all passenger services and properties. There is no reason to be encouraged about passenger operations in other areas of the nation. Once eastern roads are out of passenger business entirely it becomes only a question of time until the other roads will be forced to follow suit.

Prior to the hearings held by the Subcommittee of the Senate Committee on Interstate and Foreign Commerce, beginning in January, 1958, there were three main barriers to abandonments of passenger service. Following the recommendations of the Surface Transportation Subcommittee, one barrier was removed-- that dealing with state regulatory powers over discontinuance of services. The Subcommittee, having no jurisdiction over statutory requirements to handle United States mail, nevertheless recommended that this barrier be removed. The third barrier concerned a matter too sensitive to lend itself to committee recommendations for service discontinuances. This barrier still remains and will likely remain so long as metropolitan areas need it-- this of course being railway commuter service.

IMMEDIATE FACTORS CAUSING DECLINE OF PASSENGER TRAFFIC ON RAILROADS

One thing of which we may be certain is that the decline in railroad passenger traffic is not the result of a decline in the number of miles traveled each year by the American public. With the growth of population, passenger travel has not only increased but, per capita mile, has accelerated. Despite this upward trend, railroad passenger traffic declined from 74.3 percent of the total intercity passenger miles in 1946 to 36.1 percent in 1956. Commuter service traffic in 1957 had dropped 19.6 percent below the post-war peak of 1947. The decline has not been confined to passenger patronage. In 1913, for example, there were 1,589 railway post office lines (1) in the United States. In February, 1955, this number had declined to 483. By February, 1958, there had been a further reduction, dropping the total to 364 railway post office lines. The Railway Express Agency, once a good source for revenues, is deep in the red. Total railroad LCL shipments handled by the Railway Express Agency dipped from $189.3-million in 1947 to 80.7-million in 1956.

The railroad companies regard their passenger losses in two respects: first, they recognize that the existing service cannot earn net annual revenues; second, they realize that in reference to passenger service there is little likelihood there will be a profitable return on capital investments in the future. There is no uniform pattern as to the causes of these losses. While decrease in volume of traffic is the major contributing factor to passenger deficits, it

(1) Rail lines along which distribution of mail is made en route by P.O.

would be a mistake to consider only traffic volumes. It is conceivable that increases in the volume of U.S. mail and commuter passengers would serve to intensify passenger financial losses. Hence we see three distinct characteristics of the casual factors contributing to passenger deficits:

1. Decrease of traffic volume
2. Inadequate compensation for mail services required under statutory provisions
3. Uneven demands for traffic capacity of commuter service

Examining the problem closer, there are essentially four immediate sources from which the overall railway passenger deficit evolves. They are as follows:

I. Deficits attributed to transportation and handling of United States mail

II. Deficits in connection with railway express service

III. Deficits derived from commuter service.

IV. Deficits that may be ascribed to inter-city passenger services

I. Deficits Attributed to Transportation and Handling of U.S. Mail

The deficits resulting from railway mail services varies but the service to the Post Office Department does represent as much as 13 percent of the total passenger deficit to the carriers. The Railways still carry about 75 percent of the mail in the United States. On eastern railroads the mail amounts to 18.6 percent of all passenger train revenue. However, there seems to be no discernable relationship between volume and revenues. The volume of mail handled and transported by the railroad has shown continued increase, but revenues have shown an erratic downward trend. For example, in 1956 American railroads hauled more pieces of mail than any previous year in their history, yet mail revenues were less than in the previous five years.

The causes for this situation are a bit obscure. The Post Office Department states that the railroads are always paid more than the avoidable cost (out-of-pocket expenses) of their mail transportation service. Furthermore, the Interstate Commerce Commission is charged with the responsibility of determining fair and reasonable rates for the transportation of mail by railroads. It is not questioned as to whether or not the Commission is complying with the terms of the statute. Nevertheless, with the ICC charged with the responsibility of establishing "fair and reasonable rates" for transportation of mail, the Post Office Department insisting that the railroads are compensated more than the avoidable cost of mail service, and with the volume of mail traffic heavy, the rail carriers still contend that they are losing money on this service. The carriers' contention, in view of other factors to the contrary, would seem to be supported by the fact that mail revenues have been declining. Answers to the seeming paradox, after some study of the problem, are to be found in the diversion of mail traffic. But first let us take a look at the rate charges for transporting mail.

Mail transportation rates are fixed in proceedings before the Interstate Commerce Commission and are based upon costs, ascertained by the Commission, for efficiently performing the service required on a territorial or nationwide basis. The "costs" considered by the ICC mean total costs for performing the required service with respect to a traffic volume of mail previously handled-- either territorial or nationwide. The rate fixed is an average rate based upon the entire service, either territorially or for the country as a whole. Being an "average rate" it is intended to compensate for both high and low cost traffic. In theory this method of compensation appears reasonable, but in practice one notes certain inadequacies.

On the basis of the prescribed rates fixed by the ICC, the railroads are required by statute to transport all mail that may be tendered, whether the mail consignments are of the more lucrative kind or largely burdensome. Moreover, there is no assurance that the carrier will be compensated for handling mail at the rates which were fixed by the ICC, nor is there any assurance that the Post Office will tender mail in quantities, in respect to the various classifications or in the total volume, upon which the rates were originally fixed. In practice, the Post Office Department often negotiates contracts with the rail carriers to transport mail for less than the rates established by the ICC. They can virtually force the carriers to agree to sub-contract ICC rates with threats to divert traffic to competitors. Also, we know that diversion of mail is more than a threat; it has become a widespread practice during the past several years. Therefore the problem of railway mail deficits may be summarized as follows:

A. Rates are fixed by the ICC on the basis of overall service and according to a representative volume of each classification of mail handled. If, according to this formula, the railways received consignments in similar volumes, also similar volumes in respect to each classification of mail used in determining the rates, there would be little difficulty.

B. Actually, volumes of the more remunerative mail are diverted from rail facilities, thereby rendering the formula by which the ICC fixed "fair and reasonable rates" ineffective.

C. With the loss of more remunerative mail and the disproportionate increases in the volume of burdensome mail, the railroads are faced with loss of revenues on the one hand and increase of costs on the other.

D. In short, the railroads are required to accept all mail tendered by the post office but the Post Office Department is not required to pay the fixed ICC rates in compensation to the railroads. This gives the post office an opportunity to advertise for bids to haul U.S. mail, thereby causing competitive bidding between the railways and the motor trucking industry. Thereafter the railroad must carry the more remunerative mail at charges less than ICC rates, or such business is a complete loss. This leaves the railroads with the statutory obligation to carry the type of mail the truckers don't want.

Recommendations By the Subcommittee on Surface Transportation Concerning Railway Mail Service:

Since the transportation of mail was a subject upon which the Senate Committee on Interstate and Foreign Commerce could not take action, recommendations concerning railway mail service were directed at the Post Office and Civil Service Committee in the Smathers Report. Recommendations in the report were notably vague, but not so vague as to cause the Post Office Committee to precipitate a measure which would run contrary to the purpose of the Smathers Committee to help the railroads out of passenger business. The vague recommendations specifically proposed that the compulsory provision of the Railway Mail Pay be removed.

This proposal opposes the official views of the Post Office Department, which advised the Smathers Committee to retain the compulsory requirements to handle the mail and to extend the statutory provision to cover the motor trucks.

Significance of the Recommendation Concerning Railway Mail Service:

Without the legal requirement under provisions of the Railway Mail Pay Act to transport U.S. mail or to maintain equipment or facilities for the purpose of transporting and handling mail, the railroads would be in a position to eliminate railway mail service entirely.

The profitability or unprofitability of the service would no longer be an issue, for the lucrative as well as the deficit-making service would be discontinued. Mail deficits are subordinate to the main problem of the complete abandonment of passenger service. In fact, the carriers may prove to be more anxious to rid themselves of the profitable mail business than the unprofitable. For obvious reasons the profitable mail hauls could present difficulties in discontinuing certain train schedules. Postmaster General Summerfield made this plain to the Smathers Subcommittee. He stated that rail companies frequently request the Post Office Department to remove mail from a train in order that the train might show greater deficits and thereby present more justification for its removal.

It should be readily assumed that the railways are not seeking to have the statutory requirements to transport mail removed in order to permit them to bid for postal business in a similar manner as the motor trucking companies. They want the Railway Mail Pay Act amended so as to be in a position to refuse all mail business. With the statutory requirements removed, the carriers would therefore be in a position to eliminate all rolling stock designed for mail transport, all terminal facilities maintained and personnel engaged to handle postal material. In short, it is doubtful that the rail carriers would be in a position to bid for any mail contracts because they would have neither the equipment nor the employees to handle such traffic. The railroads would flood the Interstate Commerce Commission with petitions for the removal of services, for without mail revenues it would be difficult to conceive that even a few trains could operate at a profit.

Even assuming that the railways seriously intended to compete for mail contracts against rival transport systems, they would find themselves at a great disadvantage. Let us take the airlines, for example. This competitor could theoretically carry all mail free for the Post Office Department and still make a profit. Ostensibly, all direct subsidies from the federal government to the airlines come under the subject of compensation for transporting the mail by air. Actually, the compensation does not reflect the services rendered to the post office by the airlines, nor are the subsidies any longer reflected on the books of the Post Office Department but are paid by direct appropriation from public funds. The airlines could expand their capacity under these financial conditions to carry all U.S. mail. The only thing that would be required would be an increase in the subsidy payments-- and let no one entertain illusions that Congress would not meet such a situation with adequate appropriations. Further, once the airlines assumed the task of transporting the major share of inter-city mail hauls they would be practically equipped to take over inter-city express shipments too. In other words, amend the compulsory provisions of the Railway Mail Pay Act and the door will be open to the airlines to take over a major portion of "head-end" traffic and with a guaranteed profit. This is all an assumption but a good one nevertheless.

On the other hand, let us assume that the airlines remained to some extent within their present role of mail transport, confining their activities to airmail and carrying first-class mail on a space-available basis. Under the system as contemplated by the Smathers Subcommittee, the railroads and the motor trucks would be the two competing forms of transportation for the remainder of the mail business. The question has already been mentioned, at the beginning of this dissertation, as to what capacity the railways will have to transport mail when they do all this "competitive bidding" against the trucks. Post Office Department officials appearing before the Smathers Subcommittee explained that one of the principal reasons why the railroads had lost so much of the mail business was the railroads' inability to meet the post office schedule because of the infrequency of passenger trains. With discontinuance of more passenger trains it is doubtful whether even a few railroads would be qualified to bid on mail contracts because of the lack of available trains. Last winter the Senate was told that the post office could not adjust its schedule to fit a railroad timetable. The motor trucking industry could certainly accommodate the post office schedule by backing their trucks up to the loading ramps any time a postmaster desired service. That is where the business would go.

The Hosmer Report suggested that some arrangement could be made to establish "a new method of operation under which mail and express would be carried in trains exclusively devoted to that service, without passengers". Perhaps the examiner was not aware that there were already trains in operation devoted to the exclusive transport of mail and express, and have been for many years in the past. Beyond this brief suggestion, Mr. Hosmer was about as explicit as the Smathers Subcommittee on the apparently touchy subject of railway mail service.

Would the "new method of operation" imply that the mail and express cars will be tied onto a 200-car freight train to get to their destination when they can? Does it mean that the trains will back into the post offices where tracks are now available and load mail exclusively? Does it mean that the railroads will confine themselves to long-haul bulk parcels?

More than likely the latter question is pertinent to the suggested "new method". The Post Office Department is undoubtedly concerned over the future transportation of parcel post. The trucks don't want the business and the airlines under present circumstances are not prepared to handle it. The "new method" would seem to indicate that it would be a very limited operation. It would have to be confined to points where mail could be loaded into cars, either at or nearby the post office. It would have to be confined to bulk loads, for no one can imagine that the railroads would be willing to pick up two or three loads at intervals during the day and take off to some distant point.

The irony of the future situation is that whatever arrangements will be put into practice, either the Post Office Department or the government, by making supplementary payments for mail transportation, will be compensating the carriers whether they are air, highway, or railroad on the basis of full costs plus a fair return. If this arrangement were afforded to the railroads now it would be a big step toward saving our passenger service.

II. Deficits in Connection With Railway Express Service

Nearly 9 percent of all the railroad passenger deficit-- about $57-million a year-- is attributed by the ICC to express carried on the head end. The causes of the deficit are more easily explained than the causes of the mail deficit. Both revenues and traffic volume have been falling, even during the period of unprecedented prosperity following World War II. The situation results from competition between the Post Office Department and the Railway Express Agency, with the privately financed service coming out a poor second. In other words, the Railway Express Agency is losing package shipments to the post office.

The post office, being an instrument of the state, of course pays no taxes. Its operating losses are covered by the national treasury. It is not an enterprise soliciting business but a utility serving the people. One of its services-- parcel post-- was created in order to handle small packages for the citizens in general.

Over a period of years, the size limitations of parcels were increased to a point where the post office ceased to be just a mere servant of the people but also became a means to concessions in transportation costs for certain commercial enterprises shipping large packages in volume. In doing this the post office has expanded its services to the extent of virtually handling freight for these large shippers.

The Railway Express Agency, being a tax-paying corporate enterprise, cannot compete with a government service for parcel business. It is not that the post office can render this service any more efficiently or economically to the public than the railway express.

However, zone rate charges applied to small packages, when applied to large parcels afford the volume commercial shipper the advantage of transporting commodities at artificially low rates. By benefiting these enterprises in this respect, it is estimated that the Post Office Department absorbs a parcel post deficit of $~~[illegible]~~100-million per year. The government should soon come to a decision as to whether its concessions to a certain group of merchandise businesses, as against small local merchants, is worth destroying railway express and passenger service in the process.

III. Deficits Derived from Commuter Service

There seems to be at least one similarity between mail service and commuter service in that there is no clear relationship between traffic volume and revenue losses. Since World War II there has been a steady rise in gross revenues from commuter operations while the passenger-mile data reveal that the volume of commuter patronage has remained fairly steady. Yet, as explained to the Smathers Subcommittee and elsewhere, these services are operated by railroads at enormous losses. No actual figures have been made public as to the deficits arising from commuter operations, but it is estimated that traffic losses in the New York area alone amount to $14-million annually.

Even with prospects of heavier traffic there is little hope that commuter service can be operated at a profit in the foreseeable future. The overall capacity of equipment and manpower for this service is geared to peak, rush-hour traffic. The low utilization factor of off-peak traffic does not provide enough revenue to overcome costs of service patterned for the heavy rush-hour traffic. In order for commuter service to become profitable, either one of two things must happen: the off-peak traffic must increase without significant increases in operating expenses; or, the fixed or constant costs must be reduced without decreasing revenues.

Recommendations of the Senate Committee on Interstate and Foreign Commerce Concerning Commuter Service:

The Smathers Subcommittee in its report made but one recommendation in reference to the railway commuter problem. The single recommendation was a meaningless suggestion that the whole problem be left to the local government agencies involved to seek specifically tailored solutions to their particular problem.

The subcommittee also made a curious comment on the commuter subject which apparently was incongruous in relation to the "essentially local problem" statement. The subcommittee averred"

> "Solutions to this problem cannot be longer delayed and it is believed that the clarification of the Interstate Commerce Commission's authority over intrastate rates, together with the new authority conferred upon the Commission over service as subsequently explained in this report, will lead to the prompt finding of appropriate solutions by local authorities."

At first it is essentially a local matter, but again it is a matter for a Federal Commission. This could be interpreted to mean that the local communities should do something to solve the commuter problem but they will get no help from the federal government; or, that the federal government will not help the local government restore railroad commuter service but it will help the railroads to get out of it.

However, ingenious as any scheme to get the railroads out of commuter service may be, reaction is setting in and it is very doubtful whether present statutory provisions in Section 13a of the Interstate Commerce Act, as it applies to suburban service, will exist for long.

IV. Deficits Which May Be Ascribed to Inter-City Passenger Services

There is very little information available as to the contributing factor of coach, pullman, parlor-car and dining-car services to the total passenger deficit. Furthermore, there is little direct action that may be taken to improve this situation. The restoration of inter-city passenger service depends largely upon what is accomplished in relation to commuter service, head-end service, and authority over discontinuance of train service. The restoration depends even more on certain remote factors which could change the pattern of inter-city travel in the near and distant future in favor of mass transportation. These factors will be discussed at length in another part of this paper.

The Attitude of Management in Relation to the Decline of Passenger Service:

The negative attitude of railway management as reflected in the destructive policy imposed on railway passenger service is well known. However, for us to consider management's attitude as either an immediate or fundamental cause of passenger service deterioration would be unwise, if we would conscientiously seek a solution to the passenger problem.

Looking at the passenger situation realistically, the psychological viewpoint of many railroad managers certainly does result in policies and practices detrimental to passenger service, but this negative attitude is only a contributing factor in the decline of passenger service. In other words, the decline of passenger business has more effect on the attitude of the managers than the attitude of managers has upon the decline of passenger business. Putting it another way, if passenger operations started to bring in substantial revenues, and investments in passenger service had good prospects of a financial return, the attitude of management toward the service would be much different from what it is now. But let us not be deceived into thinking that a mere change of attitude on the part of management would materially change the deterioration plaguing passenger service. Without certain legislative and financial reforms in connection with head-end traffic and commuter service, no amount of enthusiasm on the part of management will be of any avail.

It should be pointed out that criticism often leveled at the attitude of management is actually meant for railroad policies and practices and not "attitude" at all. For example, let us assume that the railroads should adopt a policy to promote and expand passenger services. It is certain that such policy would be carried out just as effectively by a manager who deplored passenger service as a manager who was very enthusiastic about passenger business. Likewise, it is to be assumed that a policy laid down to eliminate passenger business will be faithfully carried out even though the manager might have every desire to retain it.

Major policy is dictated by the financial directors of the company. This body can break anyone in the management from the president of the company down to a yardmaster. Indeed, they can make or break the company itself. It may be assumed, therefore, that when the directors lay down a policy it will be carried out by all echelons of management whether the personalities involved in executing the policy like it or not.

It should be emphasized that the guiding principle of investment capital is a relatively quick return on money invested, and the directors of a corporation will not sanction investments unless there is certainty of a quick return. This explains why state funds, in whole or in part, are used to finance construction of huge hydroelectric installations which require heavy capital expenditures with many years elapsing before a return is realized.

Railroads whose capital outlay require long-term investments have traditionally had the advantage of being sound, even though the return takes a lengthy time. This is no longer true. Investments in passenger equipment or facilities, under existing circumstances, would not only be unwise but almost idiotic from an investor's point of view. There will be expenditures made, of course, for such equipment that will serve to cut cost immediately upon its installation, especially in relation to labor. There will be expenditures for the purpose of replacing necessary equipment, installations, etc. There will be expenditures made in order that certain consolidations, abandonments, etc., may be made possible. But there will be no expenditures to improve passenger service as such, and certainly not to expand it.

Any prudent investor would withhold his capital from passenger service after viewing it realistically. The service has three inherent disadvantages, namely, earning power, method of financing, and competitive ability. If railroad finance may not be criticized for laying down a policy which is obviously sound business, how could the executives of railway management be criticized for carrying out a policy which their directors have charged to them.

FUNDAMENTAL CAUSES OF RAILROAD PASSENGER SERVICE DECLINE

One cannot explain a decline in business of a local merchant's shop in terms that customers don't come in any more. Yet that is what the Smathers Subcommittee, Hosmer Committee, and almost every other committee say upon studying the railroad passenger problem. Occasionally they get "brilliant" and say that the reason the merchant is losing business is that the customers are patronizing the competitor's shop. Then again they "run behind the barn" and admit the obvious fact that the state is helping the competitor, but they speak as though such aid was some natural superiority or innate advantage rather than a political decision of their own volition. Loss of business either to the merchant's shop or the trek of customers to his competitor does not describe causes but effects. In order to fully understand the causes of difficulties besetting railroad passenger service it is necessary to examine the service within context of the overall economy.

Essentially, five forces dominate all national economies: population, geographic location, climate, natural resources, and technical capabilities. There is yet another factor which must be considered in an economic system, which over a relatively short period of time may be of the greatest significance. This is political force. In the long run, however, politics must adjust itself to and reflect the existing influences of the five aforementioned forces.

Political decisions may stifle or distort the segments of the economy to which legislative measures may refer. On the other hand, political decisions may give an impetus or bring to full utilization any segment of the economy. Legislative measures are based largely upon political expediency and social realities. Nevertheless, whether the government stifles or encourages a segment of the economy, or has eyes on the voter, the success of any legislative measure pertaining to the economy will depend upon the extent to which such legislation harmonizes with the fundamental forces mentioned above. For example, let us assume that a nation is fortunate to have numerous rivers with natural deep channels. A legislative measure designed to fully utilize and give impetus to inland navigation would be fairly successful; but suppose that a change in the climate should cause the levels of these rivers to gradually drop. For a while legislation might keep inland barge traffic unnaturally alive, but after a while the expense would become too great for the taxpayer to bear.

In dealing with the problem of railway passenger service we must understand this problem in relation to the fundamental forces underlying our economy. We must understand also the political forces which are inextricable factors in connection with the problem and its solution. Since political forces have more immediate significance as regards the problem of the railways they should be given deeper study, with only brief mention made of basic or fundamental forces later. Moreover, the only area in which action can be taken toward a solution of this problem must be confined to legislation, or in reference to legislation. Climate, natural resources, etc., are outside the sphere of action which any organization might undertake. However, it is important to remember that if the economic utilization or restoration of railway passenger operation were not consistent with the trends of any of the fundamental forces in the economy, it would be futile to hope for any success in the political sphere.

Government Policy and Transportation Enterprises

In order that an analysis may be made with a broader perspective, it is necessary to have some understanding of the true nature of our economic system. A study of economic history shows us that economic organization is evolutionary, with one system gradually replacing another. The prehistoric man lived within a crude but definite form of economy. Feudalism was the prevailing mode of economy for many centuries before being supplanted by the mercantile system. During the eighteenth century mercantilism was replaced by modern capitalism. If we should study the history of modern capitalism we would discover that this system itself has evolved considerably since its inception. Originally it was a system of private capital as described by economic thinkers Jeremy Bentham and Adam Smith. In practice it was a system whereby the individual invested his own capital, and very often his own labor, to an enterprise. But this system had hardly gotten under way when it began to be replaced by a system of "collective" or "corporate" capital. By the beginning of the present century, private or individual capital of the Bentham-Smith era had become relatively insignificant, also corporate capital was about to undergo some profound changes. During the great depression of the 1930's corporate capital started to veer noticeably from a system of "risk capital", which had been its characteristic for nearly three hundred years, to "socialized capital". It is very important that we understand this while approaching a solution to any phase of the railroad problem. It is this kind of system with which we must deal, whether we like it or not, and not some mythical or fancied system which bears no resemblance to reality.

The American economy is what is described as a "mixed economy". To some extent it consists of private enterprise as we know it in the classical sense. To a much greater extent it is socialistic, as we would understand it by its accepted description. Corporate capital (i.e. risk capital) makes up the largest part of our economic system. However, an ever increasing factor in our economy is socialized capital. Here the government-- whether it be federal, state, or local, shares in the capitalization or economic operation of a private or corporate enterprise. The farm is the outstanding example of socialized capital, where the government joins with private capital to share the burden of capitalization and financial operation of the individual farm enterprise. The merchant fleet might be cited as an example where the government and corporate capital share in the burdens of the financial structure and operation of a business enterprise.

The trend toward a greater socialized capitalistic system progresses in many different channels. The process works through tax concessions, direct subsidies, indirect subsidies, public works, tariff schedules on foreign goods, government regulation through government purchasing, etc. Continuing a study of this trend we find two reasons for socialized capital, namely: First, that certain enterprises or economic groups cannot survive without government assistance; second, that the government recognizes that if it doesn't participate in the economy financially the economy will collapse.

During the decade following World War I, business was permitted to operate fairly independent of state control and financial support. The result was the panic of 1929, followed by the economic depression of the 1930's. Since the days of the recovery program of the New Deal, each successive government has become more deeply involved in economic enterprise, especially in relation to the farm economy and certain industrial and commercial enterprises. This "involving" has come about almost wholly as a result of the initiative of the private or corporate enterprise. The government has never forced its financial blessing on any business undertaking. Moreover, the trend has been growing under Republican administrations as well as Democratic. At times there are outbursts of criticism against this trend. For example, in May, 1957, a senator from Ohio made a speech on the floor of the Senate in which he vigorously attacked a measure designed for government support of certain strategic metals. During the course of the debate it was pointed out that this same senator had not only used his influence but was instrumental in getting money for a Cleveland harbor project included in the public works authorization bill a short time before.

During the economic depression of the 1930's the innovation of deficit spending or "pump-priming" was first attempted as a countermeasure to the declining business cycle. According to the theory contrived by the British economist, J. M. Keynes, the government poured billions of dollars into practically every phase of the economy.

Some of the money was earmarked directly to unemployed workers through various relief projects, but by far the greater share was channelled directly or indirectly into industrial or commercial enterprise. Moreover, the lion's share of federal and state appropriations were designated for the nation's transportation system* - that is, with the exception of the railroads.

Since the early days of the great economic depression a pattern has been established between government spending and transportation. During each succeeding period of business recession, congress as well as the administration have been disposed to enact legislation which makes possible construction of projects benefiting motor trucking, inland water carriers and air commerce. All modes of transportation of course suffer financially from a general downward trend in business. However, the trucking, waterway, and airline industries emerge from the recession stronger than before. The railroads come out of such business conditions in a progressively weaker competitive position.

These tremendous multibillion dollar programs tend to destroy the relative competitive superiority of the railways over other modes of transportation; but inland waterway carriers may be excluded from the discussion and examination of the problem confined to those avenues of transportation which affect rail passenger operations.

Revenues from railway passenger service are being lost to the highways and airways. Of the two avenues, highways have the greater impact on railway service since this system has captured revenue traffic from all three categories of railway service; viz., head-end traffic, inter-city traffic, and commuter service. Head-end traffic is being lost to the motor trucking industry. Buses are capturing some inter-city passenger business. However, the private automobile represents the greatest competitor to rail service. The automobile has helped to destroy the inter-city rail service as well as commuter service. It would serve our purpose better to exclude the private automobile from discussion of the immediate problem facing railway services since automobiles are not common or "for-hire" carriers and the vehicle owner does pay a good share of road construction and maintenance costs. More will be said about the automobile in later pages and in relation to another subject. This leaves inter-city motor buses, highway freight carriers, and air transportation as the commercial enterprises to which railway passenger traffic is being diverted and those which are deeply dependent upon government expenditures.

---

* For example, during the decade of the 1930's appropriations for rivers and harbors nearly equaled the total appropriations passed by Congress since inland waterways first started in the United States. In the ten years (1931-40) Congress appropriated $1,164,241,000 for rivers and harbors. The total appropriations covering the entire period from 1791 to 1930 amounted to $1,558,982,000.

Background of Government Aid to Highway Transportation

Some attempts were made to build and maintain roads by means of private capital during the early history of our country. Before the middle of the nineteenth century most of turnpike companies had been forced out of business and the highway system for all practical purposes had become socialized. This is certainly understandable in view of social needs for more and better roads and considering the personal labor of the people and the public financing which were put into their construction. The same held true in 1916 when the Federal

Aid Road Act was passed, which was the first significant measure passed by the federal government for public roads. People were demanding better roads for their bicycles, horse-drawn carriages, and an increasing number of automobiles. Also, the 1916 Act was designed to assist the farmer in getting his crops to market. Apart from the indirect subsidy to the farmer, up to the time of World War I highways were social in ownership and almost exclusively social in use.

After World War I, the motor trucking industry began to ply trade over publicly owned highways on a big scale. The roads remained socialized in construction and maintenance, but use of them by the motor trucking industry was definitely commercial. The problem might have been solved early and adequate user charges levied against motor trucks if numerous small enterprises had not in some way become dependent upon highway transport. The problem was further obscured in the early days, since no distinction was made as to purely private, line-haul, or farm produce carriage in highway transportation. The shipping of farm produce alone over public roads would preclude any equity in paying for a fair share of highway costs, for the farmer has always been a "sacred cow" of American political life. Therefore as the trucking industry grew the state and federal governments bore the financial brunt of the heavier and more numerous highway monsters by building and maintaining better roads. The added cost of constructing and maintaining roads designed to accommodate heavy semi-vehicles was never passed on to the highway carriers, for to do so would have made the rate schedules of highway transport relatively high, and each increase in government tax or fees on the trucks would have been tantamount to an increase in the cost of operation of thousands of small enterprises that had come to depend on or to enjoy artificially cheap transportation costs. In plain terms, highways constructed and maintained at taxpayers' expense represented not only an indirect subsidy to the highway transport industry but to all enterprises which enjoy the cheap transportation costs.

Complicating any chance for a solution are powerful economic groups which are also to some extent dependent upon the success of motor trucking and often become predominant in defeating any attempt to levy adequate charges on motor trucks for use of public roads. These groups include the automotive, petroleum, and rubber industries. Let us assume that highway carriers should be subordinated in their scope of operation by the application of adequate levies toward their share for construction and maintenance of roads. We could conclude that the great supply industries would lose millions of dollars.

Before we can come to a fuller understanding of the impact of indirect subsidies through rate charges on highway carriage, it is necessary to give a brief thought to the shipper. An increasing number of shippers are taking advantage of these cheaper rates. It is easily understood that when a shipping clerk is faced with a choice of consigning a shipment from point "A" to point "B" by rail or truck, and motor carrier rates are cheaper with comparable service, he will ship by truck. The fact that the lower rate charges of the motor carrier depend upon gratuities of the government is of no concern to the shipping clerk. However, getting back to the subject of passenger service, let us turn to its greatest shipper - the United States Post Office Department.

In transporting the mail the Post Office Department is also taking advantage of the concessions accorded to highway motor carriers. The Postmaster General, in order to effect "economies", is taking advantage of every opportunity to ship by truck at lower rates than rail. Representatives of the Post Office Department defended this practice before the Smathers Subcommittee and their arguments made a favorable impression. Therefore we may see that even a "staunch advocate of private enterprise" in the position of Postmaster General has no compunction whatsoever in diverting traffic to socialized highways and to the subsidized motor trucking industry in the interest of economy for his own department.

The highway carriers are taking mail traffic from railway passenger service while the airlines are capturing the inter-city passenger travel. Similar background and existing characteristics are present in air transportation as in highway transportation. The air transportation industry, privately capitalized in relation to its operating equipment, semi-socialized in relation to its operation, is wholly socialized in relation to its fixed facilities.

Background of Government Aid to Air Transportation

Commercial air transportation has always been a socialistic industry in many respects since its inception following World War I. The Post Office Department was initially responsible for the socialized characteristics of air transportation. In 1920 the Department inaugurated a transcontinental airmail service, which in turn encouraged numerous municipalities to construct airports.

Air transportation then experienced the same good fortune as inland waterways-- depression. Through a program of federal works relief some $740,705,171 was spent for construction and improvement of civil airports in a ten-year period, from 1934 to 1944. This figure does not include public expenditures made by state and local government for construction, improvement, and maintenance of airports. It is estimated that by 1950 the taxpayers had invested some $1½-billion in civil airports.

Airports are only one phase of air transportation that are socialized. An elaborate system for traffic control is also provided by the government. Ground markers of various types are located along the routes, and on lighted air lanes the federal government maintains rotating beacons at intervals of from ten to fifteen miles. Expensive electronic systems for airway and airport traffic control are provided by the government. Frequent information on weather conditions is provided at taxpayers' expense. Estimates for C.A.A. operations, regulation, and air navigation for the year 1959 will amount to $484-million.

Superimposed upon this lavish socialized layout is a heavily subsidized operating air service. These airline companies, for all practical purposes, pay absolutely nothing from their net earnings for use of these publicly provided facilities since direct federal operating subsidies-- ostensibly for carrying U.S. airmail-- guarantees them a profit. Hence even adequate user charges levied against the airlines would only mean that the government would be collecting toll charges at one end and paying out subsidies at the other.

This could be interpreted to mean that the entire commercial air transport is thoroughly state-sponsored and state-supported. Terminal facilities, navigation facilities, airline operations, and even the profits of airline companies, are all unmistakably socialistic.

Airline and highway carriers are therefore privately operated but integral parts of socialistic transportation systems. Railway passenger service is an integral part of a private enterprise system. Investments in air or highway enterprises are subject to partially or wholly socialized capital, while investments in railroad passenger service are subject to purely risk capital. Thus from the foregoing discussion the three following conclusions might be reached:

First, that traffic is being lost by the privately owned and operated carrier to the publicly-owned and subsidized-operated carriers. Second, that investment capital is being less inclined to put money into the strictly "risk capital" enterprises and more inclined to invest in the heavily socialistic and subsidized form of transportation. Third, the most significant disadvantage suffered by the railway industry in relation to its rival competitors of air and highway transportation lies in the fact that the railways are severely handicapped by an antiquated and inadequate capital structure.

The Railway Industry and Its Financial Structure

It is of course an obvious fact that rail passenger traffic is being lost to the airlines and buses, and in the case of head-end traffic to highway motor trucks. What is not so obvious, however, is the reason for this situation. Attempts have been made to explain the railway loss in terms of discourtesy of train crews, infrequency of scheduled trains, courtesy of airline employees, speed, accommodations, etc. These are very important factors, but like the "attitude of management" argument they are more "effects" of basic causes than "causes" in themselves. The basic reason that railway passenger service is losing out to its airline and highway competitors is the fact that airline and highway systems enjoy public financial investment and railway passenger service does not. If we reflect for a moment, there would be very little commercial air service with smiling airline hostess and free meals if there were no government support. If all costs of air transportation were borne by revenues derived from traffic, charges to the air traveler and shipper would be prohibitive. Under present circumstances, the taxpayer not only put the airlines in a favorable competitive position but the taxpayer is wholly responsible for airlines operating at all. The same argument holds true to some extent when applied to motor trucking competition.

The impact of government financial investments in transportation brings out some inconsistency in the behavior of railway management. With a few exceptions, railway management as well as others in the industry have expressed their avowed opposition to any form of state subsidies. Yet there is a growing trend in railway policy to shift traffic from the rails to socialized and subsidized channels of transportation. Mail is being taken from railway cars and put into highway motor trucks; express is being diverted to highways; passengers are being forced to travel on inter-city buses. This is not business being captured from the railways by competition, but business which railway management has contrived to drive away from railway lines. Railway executives may go before a senate committee and denounce any idea of government subsidies or concessions to the railroads. However, they will also go before state commissions (and now the ICC) and assure the commissioners that certain traffic now carried by railways would be much better served by buses and trucks on public highways. In other words, they would denounce subsidies as a means of retaining traffic on railway facilities but regard the competing subsidized transport systems as ideal for hauling much of the railway traffic.

Closely related to the policy of shifting traffic from the railways to the highways is the policy of syphoning capital from the railways into facilities that ply the air lanes and highways. Limited by provisions of the Interstate Commerce Act and the Civil Aeronautics Act from diversifying railroad capital, the rail carriers made a concerted attempt to get these barriers removed during the last session of congress. In other words, the carriers would liquidate the companies' investments insofar as private enterprise railroads are concerned and invest the funds in socialized and subsidized, publicly-supported air transport, inland waterway, and highway industries. The carriers aver that their purpose in diversifying service would be for better coordination of traffic for the shipper. However, even a cursory appraisal of such proposal would indicate that the carriers intend to shift capital from the risks of private enterprise to modes of transportation whose capital is underwritten by the government. The railway executives who would do this are the same ones who deride the thought of subsidizing the railroads.

From the standpoint of one who is more interested in the financial success of a company which happens to operate a railroad than in the success of a railroad which happens to be operated by a company, diversion of traffic makes sense. From the same standpoint it makes even more sense to divert capital investment from the area of risk capital to the area of capital which enjoys the partnership of public finance. Let us consider a person in a position responsible for the investment of great sums of money. In regarding the possibilities of transportation industries confined to air, navigable waterways, or highways, he would recognize distinct advantages. He would recognize that the government financed those segments of the industry that demand the heaviest financial outlay. He would recognize that the government, by undertaking certain financial burdens of the industries, has practically eliminated constant costs of fixed capital. Finally, there would be the comforting thought that the federal, state, and local governments have committed themselves to the success of these modes of transportation. There is no comparable attraction for the railway industry. Investments are subject to great risks. Projects which would strengthen the competitive position of the railways but are nevertheless costly are not forthcoming. Great expense is tied to fixed capital. The investor recognizes the fact that with billions of dollars poured into installations and facilities of other modes of transportation, the competitive capacity of railroads will deteriorate. Recent activities on the stock exchange, reflecting possible mergers, resulted in impressive fluctuations in railroad securities. This was a clue to the conditions of present day railroad investment. Its value is closely connected with the elimination of rail properties.

Herein lies the answer to the paradox of railway management's policy. They defend private enterprise and up until recently, when a few exceptions are being heard, they have rejected any plans for subsidies, tax concessions, or any socialization of railway facilities. Yet, as pointed out in the previous paragraph, they would divert railroad traffic and capital to other modes of transportation with financial setups which they would not have for the railroad. There seems to be but one explanation for this. Railway management lags in their thinking regarding the financial problems of railroads. By tradition they hold to the idea of unfettered private enterprise. They are encouraged in assuming this position in that it is a popular position.* No one argues against the tenets of "private enterprise". Furthermore, their own shortcomings in producing a return on the investments can be attributed to subsidies and socialistic policies of the government toward competing modes of transportation. However, realities are realities and the investor is not concerned as to whether the return on his dollar results from the interaction of private enterprise, government support, or socialism. The shareholder wants a return, and the managers responsible for his investment had best produce that return or he will be getting a set of managers who will. Therefore railway management seeks the only avenue of compromise between their ideals and tradition of private enterprise and the compelling aspect of present day transportation economy. They would keep the railroads in the quagmire of private enterprise to satisfy their ideals and traditional position in regard to private enterprise. They would divert traffic and convert railroad capital into the subsidized and socialized areas of transportation to satisfy the demands of the investor. The demands of the investor represent realities and the traditions and ideals of management represent ideals alone. We do not live in a world of idealism but in one of reality. In practice, railway management must bow to what exists in fact. When observing the policy of railway management in practice, one should pay little attention to what is said but study carefully the motives and acts as they are concerned with quick return on investment or quick profit.

---

* An example of how spokesmen of the business world often resort to the myth of "private enterprise" was demonstrated last year in connection with the inland waterway carriers. This industry was resurrected, has been maintained, and is being progressed on the back of socialized government projects. Yet when proposals were made to levy user charges for government facilities which benefit certain enterprises, the president of the Mississippi Valley Association made no attempt to rationalize or defend the policy of government aid to navigation; instead he charged that the user charges principle was a scheme of the railroads threatening "private enterprise".

Hence we are brought to a rather conclusive question. Management does not recognize that the financial structure of the industry is outmoded and inadequate, yet the pressures of such a financial structure are forcing some abortive means of solution on the part of railway management. In relation to the industry they are trying to eradicate unprofitable services, reduce areas of operation where they deem competition is hopeless, effect mergers to facilitate all this, and to break the position held by their labor force in the industry. On the other hand, management cannot take such negative measures in relation to capital investment. They cannot eliminate bonds or preferred debentures but they must act in relation to this capital. Therefore, they are attempting to transfer the railroad capital to transport systems enjoying the partnership and financial support of of the government. If the management of railroads is forced to a policy of retrenchment in relation to the industry and desertion in relation to the antiquated financial structure, who will become the caretaker of the industry and bring about the needed revisions in its financial structure?

THE ULTIMATE SOLUTION

By recognizing the effect of the financial structure upon the industry, the solution to the railroad passenger problem-- if not the entire railroad problem-- becomes apparent. Essentially, the solution lies in bringing about such revisions as to replace the inferior, obsolete 19th century capital structure with a 20th century structure, similar to the arrangement that gives success and strength to railway competitors. Management, through its transportation diversification proposal, would have the financial structure modernized but would gear the revisions to competitive industries. Whereas, ironic as it may seem, solution to the problem lies in revising the financial structure in relation to the railway industry. In short, instead of subsidizing the railway companies in services pertaining to highways, etc., the subsidies should be for the railway companies in services pertaining to railways.

The question arises as to whether railway passenger service warrants similar public support as air and highway carriers in respect to socialization of some facilities and subsidization of services. Notwithstanding the efforts of railway management to make the service as unattractive as possible, the passenger train still holds many advantages over its competitors. Not one of the railway's competitors has succeeded in overcoming adverse weather conditions to the extent that the railways have. Comfort of rail travel is superior to that of its competitors, especially when management makes an effort to provide it. Safety performance belongs to the railways. Even the factors of convenience and speed are in certain instances held to the advantage of rail passenger service. As an economic operation in transporting passengers, mail and express, the railways are unexcelled. Their superiority in productivity of labor and economy in fuel consumption is never questioned. Railway passenger service is more readily adaptable to sudden and heavy increases of traffic than competitive transportation systems. In other words, the government by lending support to rail passenger service would not be attempting to resuscitate a dead horse. No subsidy dollar or tax concession would be more wisely spent in relation to any form of passenger transportation than for the railroads.

It is inevitable that the ultimate solution of the problem of American railways, and Canadian as well, lies in the socialization of certain costly installations and the subsidizing of services. Once subsidies and socialization of an enterprise become a policy of the government, tax concessions may be assumed. It may be certain that this represents the solution since government financial participation in transport economy is an accomplished and successful fact. Government financial participation in the national economy is a necessary and growing trend. Solution of the railroad problem must come and will come on the basis of socialization and government financial support, whether we like it or not. Even the much discussed possibility of nationalization of our railroads would not be effective without financial socialization and government participation, i.e., subsidies.

Take note of the Canadian National, a nationalized railway, but given hardly more consideration than any other North American railway. This system, too, suffers from subsidized competition even though such competition is privately owned. For anyone opposed to financial participation of the government in railway enterprise, there is but one way to forestall such eventual government action and that is to eliminate railroads entirely-- apparently what present day railroad management is doing. And assuming that the railroads disappeared entirely, only to reappear sometime in the distant future, the only way they could reappear and grow would be within a policy of state socialization and subsidies.

The Immediate Problem

Basic or fundamental trends will determine the solution of railway passenger service problem. The downward trend of railroad passenger service also coincides with the most wanton exploitation of natural resources ever witnessed in human history. As the cream of our natural wealth disappears, so will our traditional habit of indulging in it. Nevertheless, the long-term blessing of the free labor of "mother nature" is indeterminate and does not apply to human capacities. Human or political decision may for a time distort the economy in relation to natural wealth by plunging the nation into insuperable debt and with an irrational drain on our resources. The government has plunged the nation into debt by mortgaging future repayment on the basis of continued exploitation of natural wealth within our national economy. Frankly, it is an idiotic economic policy even though politically popular. Fortunately, the policy cannot be carried to an illogical extreme. Long before the depletion of our natural resources is reached, basic pressures will force modification in the prevailing economic policy. We are concerned with transportation policy. The present policy of the government is financial subscription to air and highway transportation. It arose out of political necessities for a transportation system of speed and convenience. But the system of speed and convenience is also a system of waste, both in respect to manpower and our remaining reserves of natural resources. The extent to which this nation can afford to waste largely circumscribes the extent to which the government can promote a wasteful transportation system. Already there are definite signs that certain underlying pressures are making the traditional transportation policy less tenable.

Let us take, for example, the phase of transportation dealing with metropolitan commuters in order to demonstrate the impact of fundamental forces upon political policy. The transportation policy of the federal and local governments has accentuated a theory of transit from suburb to city by means of multi-million-dollar expressways. In other words, the government would find its solution by providing more arteries to carry individuals by automobile from the suburb to the city. How does such an expensive system adapt itself to the climate? We know that any degree of adverse weather conditions can bring the system to a point of complete collapse. How does such a system adapt itself to population? Increased population means an increase in automobiles accompanied by increased need for parking space in already overcrowded downtown areas. Population, therefore, will eventually defeat the motor vehicle system of commuter traffic. There is a point at which business enterprise as well as the populace will or can surrender further space to the automobile. Lastly, how does such a system adapt itself to our natural resources? The answer to this question is quite complex. The present policy of the government in relation to commuter traffic implies serious dangers. Failing to adjust motor vehicles to natural metropolitan expansion, metropolitan areas are attempting to adjust to the automobile. The inherent danger in this is that certain underlying conditions are present which could cause a decline of the automobile as a basic means of transportation. Present planning does not take into account the future impact of basic forces on our transportation system. The decline could arise suddenly. A sudden national emergency could cause chaos in certain metropolitan areas. It would make a subject for a thesis in itself, but a sudden, drastic curtailment of petroleum products, such as occurred at the beginning of World War II, with a nation much more dependent on the automobile would leave more to grim speculation than to past knowledge of the problem.

Over the long run and precluding any catastrophic events, we find traffic planning miserably obsolete. The American automobile itself is being adjusted to underlying conditions much more rapidly than metropolitan planning for transportation. Let us take western European transportation, for instance. Here we find practically all makes of automobiles very small. Those countries lack the natural wealth which would be required to build and operate large automobiles. Their metropolitan transportation systems reflect the scarcities or lack of ores and petroleum. The systems are built around mass transportation. The automobile in America has grown during a period when the greatest iron deposits known in the world were located at the Missabe ranges. This mode of conveyance grew when other metals needed in processing steel were found in great quantities in the strata of American earth. The automobile has grown during a period of the most productive extraction of petroleum from the rich fields of Pennsylvania, Oklahoma, California, and Texas. The basis of highway transportation is gradually being undermined by depletion of the resources upon which it expanded and has thus far held its position. As the basis of highway transportation erodes, it becomes increasingly more dependent upon foreign wealth to sustain its position as time passes. The possible exigencies of sustaining a vital American transportation was revealed at the time of the Suez crisis when the thought of gas rationing was discussed. It is becoming increasingly evident that the day will come, as in Europe, when the entire automotive transport system will become dependent upon the natural wealth of foreign countries and at best supplemented by domestic reserves. There is much to indicate that the day is very near. We are being told that the higher purchase price of automobiles reflects basic increases in the costs of steel. We are being told that the higher price of motor fuels reflects basic increases in the costs of extracting oil from the earth. The number of small automobiles is increasing year by year. This may be interpreted as meaning that the automobile in America, because of insufficiencies of natural resources to sustain it, has reached its peak of importance and is naturally deteriorating as a mode of transportation. In other terms, similar to modern European states, private transportation will become less important and mass transportation will become more important in the socio-economic fabric of American life in the future.

Very likely we have hit the optimum in the efforts of the government to underwrite the development of commercial transportation on the highways, waterways, and airways. Conversely, the government has reached its extreme in its power to eliminate passenger trains. It can neither go further, nor can it succeed. The pressures of fundamental forces will sweep back on their expedient but short-sighted recommendations. The Smathers subcommittee sensed but did not fully comprehend the significance of basic or fundamental forces which determine our transportation economy. The committee was faced with the dilemma of pulling the railroads out of hole without doing too much to hurt highway or airline transportation. Therefore, it only reflected political prudence that the committee should seize upon the carrier's plans to get out of passenger business. It served the railroads' purpose while throwing business to the highway and airline competitors which the government is promoting. But, despite political prudence they went too far in one respect. They made one recommendation which failed to recognize the advanced pressure of one fundamental force, (viz) population. Illogical discretion rather than political prudence prevailed in the recommendation concerning commuter service. Already political pressures are beginning to sweep back on that imprudent recommendation. Governors, mayors, representatives, and even Senators have expressed their dissatisfaction over that one and it may be conjectured that there are some wishing that there had been more thought of practical politics and less deference to the wishes of railway management. Concerning the recommendation on commuter service, the forces behind the Smathers subcomittee must and will back down.

Yet one thing becomes apparent in regard to the recommendation. It demonstrated how the inter-relationship between a fundamental force underlying the economy may influence the transportation policy of the government. The recommendation concerning commuter service was the one conspicuous inconsistency in the Smathers committee's proposal in connection with passenger service. Of all services in passenger operations, it is the most unprofitable and has been increasingly so for many years. The committee went as far as they could toward providing means of eliminating the suburban train but did recommend to the municipalities (not to the Senate) that positive steps be taken to save the service. Significantly the means of saving the services that were suggested were "subsidies" and "tax-concessions". This recommendation was not made because the committee wanted to suggest it or regarded it as desirable. The recommendation was provided because the means it prescribed were the only possible and practical solution to the problem.

Ten years ago to have prescribed subsidies or tax concessions for even commuter service would have been tantamount to heresy within railway circles. Yet, it should not have been difficult to recognize from the rapid population increase of metropolitan areas and the inadequacies of attempting to move increasingly heavy private transportation that the only result would be mass transportation on rails. By recognizing the traffic pattern it should have been easy to predict even then that mass commuter transportation was going to be no money making proposition. During the past ten years fantastically expensive expressways have been constructed in an effort to provide a means of getting millions of people in the metropolitan areas to where they want to go by automobile. The ranks that believe that this is the answer is growing mighty thin. As more and more transportation "experts" have come to realize that the success factor of superways lies more in promotion than in moving traffic, they are beginning to grope for another answer. They have talked about drafting that streamline version of the old El train, the monorail, out of the amusement park and putting it to work. Even helicopters have been given much consideration. **

All problems in transportation must, by necessity, be solved. The inherent superiority of railways over other forms of transportation will always lend itself heavily to eventual solutions to traffic problems. The crucial question arises, however, as to whether those vitally interested in the success of railways will sit by and merely await inevitable solutions. Or, will interested groups recognize the inevitable solutions and exploit the situation, shaping the eventual outcome to their own advantage? Will those persons vitally interested in the success of the railways help precipitate constructive measures for their industry, or will they "stay on dead center" and suffer all of the disadvantages of a deteriorating railroad situation?

In summary, **it has been reasoned** that the overall system of passenger travel will be shaped by fundamental factors of climate, geography, population, natural resources, and technical progress.

**Covering the cost of copter service, for each $1.00 paid by the passenger, the taxpayer pays $3.00.

It is further contended that the predominant wasteful system of passenger transportation will gradually deteriorate in relation to increased consumption of our nation's depleting natural resources.

As population, climate and natural resources in particular create difficulties in our nation's transportation system, pressure groups will be formed wherever the transportation problem becomes acute. The present example is the metropolitan area where commuter service is commanding attention. Organized groups of citizens, metropolitan newspapers, local political leaders and elected representatives, as well as Senators from the area are calling for action. Other pressures will arise as we become pinched for sufficient petroleum to keep highway traffic rolling. This could come suddenly as result of international disturbances. Otherwise, as petroleum resources which power highway vehicles and mineral resources which are used in the construction of them become more scarce highway transportation will become increasingly expensive. As we have noted, prices of motor vehicles were rising even during periods of recent economic recessions notwithstanding the classical theory of supply and demand. Therefore, rising costs connected with increasing scarcity as well as actual depletion of natural wealth will, in time, create certain pressures economically and politically.

The representatives of the carriers appearing before the Smathers committee gave some recognition of the basic railroad problem. Some even made constructive proposals in reference to the railway passenger service problem, but they were given to the committee in such a way as to leave no illusions as to their sincerity. Instead, they put their main effort into getting legislation which would pave the way for eliminating passenger services.

For anyone who might entertain any thoughts that railway management is either able or professionally willing to act otherwise in regard to passenger service, the following points which have been mentioned before should be summarized:

1. That the first loyalty of railway management is toward the capital structure and the investor; not to the industry and the traveling public.
2. Managerial policy is predicated on any action that will result in a quick return on capital investment.
3. Policy is predicated to any action that will eliminate unprofitable plant facilities or railway services which will strengthen invested capital.
4. Management will not make investments into plant facilities or equipment for services which will not result in quick or certain profits.

It is for this reason that railway management will never make a serious effort to save passenger service. For any attempt to save passenger service on the part of railway management would violate the principle of management's responsibility to finance.

Although transportation groups of citizens throughout the country may act as pressure groups in regard to railway passenger problems they are ill-equipped to provide the actual initiative to any practical scheme. The members of government will remain inert on the subject until someone else provides the initiative and then they will follow the politically popular course. Therefore, if any constructive scheme is proposed to restore rail passenger service, it must come from a source within the industry. Since railway management is excluded for reasons stated previously, the hope to save rail passenger service rests largely upon the decisions of organized railway labor.

Most of the organizations representing railway labor seem to be more disposed to criticize railway management for their inpetitudes than analyzing the reasons for management's ineptness in reference to the passenger problem. If passenger service is to be saved, it must be saved by a group which has a stake in its retention and growth, and a group which can focus its efforts on the real problem without permitting other issues to interfere.

V. Immediate Possibilities In Relation to Restoring Passenger Service:

As discussed at the beginning of the previous subject, it was contended that there should be a revision of the capital or financial structure of the industry. The government should share with the railroad company some of the responsibilities for financing of the industry. Some services should be subsidized. The government should make capital investments in plant facilities in other instances. The railways should be freed wholly or in part from state and/or local ad valorem taxes. This is not only what "should be done" but is inevitable. It reflects the prevailing trend in government economic policy and is especially so in reference to American (and Canadian) economic policy for transportation. But, revision of the capital structure of the industry from wholly private to a "partnership" arrangement with the government* is a lengthy process.

*This is the prevalent economic doctrine of the Eisenhower Administration.

One can understand, for example, that to any significant extent tax concessions at the state and local level is something that would be achieved only after many years. We are faced with immediate problems.

A program which would provide immediate answers to the declining passenger service need not entail anything novel. It should harmonize with the logical or inevitable solution to the ills of the railroads. That is to say that the inevitable solution is financial partnership of state-private interest for the railroad industry. The program should reflect the trends toward that inevitable arrangement. Secondly, what we would promote should be quite consonant with established economic practice. Nationalization of the railroad, for instance, would be contrary to prevailing economic practice. Lastly, we should concentrate our efforts towards areas where the transportation situation is most serious. By doing this we could ally ourselves and our program with the local populace and their elected political representatives. In every respect, we should act **conservatively** and prudently but we must act to rid our industry of its antiquated, inadequate financial structure. As long as the present structure is retained and the railroad industry depends upon revenues and private financing through the company for its monetary life, the industry however basically strong it may be must by all logic deteriorate. To meet this situation we can move in respect to four minor and relatively conservative proposals:

1. An amendment to Section 13a of the Interstate Commerct Act which in effect would restore to the States power over

passenger services only in respect to appellate powers in cases where state regulatory commissions have approved petitions to discontinue passenger services. On appeal to the ICC by any party or parties protesting the approval of a petition for discontinuance of a service, by a State regulatory commission, Section 13a should be further amended so as to prescribe a formula for curtailment of service which would be satisfied at the burden of the carriers before a petition for a discontinuance could be approved. A rigid set of conditions should first be met before the ICC could sanction an elimination of a service. Conditions should imply that the petitioning carrier has made a reasonable effort to make the service in question a financial success.

2. An amendment to the Railway Mail Pay Act which would provide for supplementary compensation, in addition to direct payments now being made by the Post Office Department for transporting and handling U. S. mail. The supplementary remuneration would serve to compensate the carriers as between the payments made by the Post Office for actual service rendered and the total costs of providing needed or required service plus a reasonable and fair return to the railroads for their overall service to the public.

3. Congressional action which would restore parcel post limitations to 11 pounds in order to get the Post Office out of the express and freight business and back into strictly parcel post service.

4. Federal appropriations designed to develop commuter service and to encourage local governments to subsidize commuter operations and to grant tax concessions to passenger facilities in general.

Restrictions on Passenger Service Discontinuances

An amendment such as envisaged in respect to Section 13a of the Interstate Commerce Act would, by necessity and in view of present realities, become the focal point for any plans to resuscitate railway passenger service. No amount of assistance which may be given in an effort to restore railway passenger service, would prove adequate if the companies were permitted to carry out policies which were tantamount to sabotage of the service. Therefore, statutory conditions must be devised to force the railroads to adopt every positive means to make passenger service a success before consideration is given to any petition to discontinuance of any service.

Evidence that railway management, in many instances is abetting practices which will destroy passenger service is beyond question. Even assuming that the government would provide for some financial assistance; assuming that the government would provide means for more equitable treatment in relation to competing modes of transportation, the railroads still would not digress from their present policy of getting out of passenger business. The reasoning behind this assumption is based on the fact that any feasible assistance which may be directed toward the service within the near future would not be sufficient to eliminate all passenger deficits. Nothing short of an all-out financial underwriting similar to the assistance given to airlines could influence the determination of railway to discontinue the service.

It should also be remembered that the carriers are not merely interested in discontinuing an unprofitable train and closing a station here and there. As revealed during the course of the hearings before the Smathers Committee, the carriers intend to eliminate fixed facilities and thereby cut constant costs connected with passenger operations. This means that the carriers really want to be relieved of all burdens of costs related to stations, trackage, signals, and other physical properties connected solely with passenger operations. The recent announced intentions of the Lehigh Valley Company exemplifies the meaning of carrier policy.

There is yet another aspect implied in the efforts to abandon passenger business. Liquidation of fixed holdings is regarded by the railroads as a source of revenue. Millions of dollars would not only be saved by escaping from the burden of constant costs related to these properties but the sale of such assets in turn would bring to the companies millions of dollars. It may be termed as real estate operations on a really major scale. As matters stand, the fixed facilities surrounding the few passenger trains remaining is far in excess of the volume of traffic they serve.

As mentioned before, short of a full subsidy for train operations and heavy tax concessions for fixed passenger facilities would find the carriers resisting plans to save the service. Yet, of the four proposals set forth above, only the one dealing with commuter service involves either subsidies or tax concessions.

Tax concessions for passenger facilities in areas other than commuter would be slow in being realized. Also, nothing has been proposed for the losses related to the actual hauling of passengers on intercity runs.

Intercity coach and pullman deficits must eventually be solved by increases in the traffic volume, not by legislative action as in the case of commuter service, mail or express. These increases should come gradually barring a national emergency. The assumption that rail passenger travel will increase is reasoned on the basis of comparative trends in costs as between private and mass transportation. The costs of private transportation will increase much more rapidly than mass transportation. As this trend continues the motoring public will tend more and more to conserve the use of their automobile. As compared with the wasteful use to which the automobile is subjected today, driving habits of the future will more nearly reflect the pattern established in western European countries or the conditions imposed on private transportation during World War II. The rising costs of owning and operating an automobile coupled with a growing shortage of natural petroleum will be the cause for more people to visit the railroad ticket window and to visit there more often.

Railway management is not interested in any gradual restoration of passenger traffic. Quick profits are axiomatic in business enterprise and it is especially true in connection with deteriorating railroad enterprise. Concerning quick profits or a rapid return on investments from rail passenger service, the means of accomplishment lies in elimination, not preservation of the system. It is for this reason that legislative barriers must be raised. Management must be greatly restricted in its policy to create profits out of passenger abandonments and prevented from deliberately sabotaging the service in an effort to assure its eventual elimination.

It has been proposed that the Interstate Commerce Commission be supplied with appellate powers over petitions which have been approved by state commissions. The reason for such a proposal should be rather obvious. Certain states have wholly inadequate laws to protect the public interest concerning passenger service discontinuances. Also, there have been instances in which state governors and "hand-picked" public service commissioners, because of close association with railroad interests, have done the bidding of the carriers in many cases. This does violence to the welfare of those states, especially adjacent, who have adequte laws and proper administration over passenger service abandonments. For the discontinuance of passenger service in one state certainly affects the service in all other areas of the country.

It matters little whether railroad passenger service is eliminated at the hands of a federal or state commission. The efforts of the state commissions have by no means been unimpressive. One would think that while attention is drawn to the ICC, some state bodies are attempting to prove that they can carry out the elimination process better than the federal agency. The carriers secured Section 13a of the commerce act to deal with states who were too strict concerning discontinuance petitions. Railway labor should do no less in reverting this situation by establishing safeguards against states which are too liberal toward carrier petitions.

Amendment to the Railway Mail Pay Act

This proposed amendment is similar in certain respect to the proposal made by RLEA before the Subcommittee on Surface Transportation in April. Both proposed amendments would take into consideration compensation for mail transportation correlative to full costs, i.e., stand-by costs as well as costs resulting from actual utilization of the service. The two proposals differ, however, in the type of "guarantee" which would be given to the railways for mail service. The RLEA's proposal would guarantee the railroads a specified volume of mail upon which an annual compensation would be based. Over and above the fixed compensatory volume the railroads would offer their space for contractual mail business on a competitive basis. It may be assumed, therefore, that the purpose of this scheme is to provide for a given volume of mail traffic based on adequate compensation leaving idle equipment to be used in wresting business away from the motor trucking carriers by competitive bidding. If this is the object of the RLEA proposal, then it is quite logical except in one respect (viz) politically.

The principal objection to the proposal would be the difficulty, if not impossibility, in securing legislation which would be designed to deprive competing modes of transportation of business. As explained in earlier pages, each of the competing transport systems are backed by powerful interest groups which have a stake in the success of some particular mode of transportation. A legislative proposal which would obviously threaten mail business now in the hands of the motor trucking carriers would not only meet with the determined opposition of the highway carriers but the powerful groups within the automotive industry. Hence, it is doubtful that very few legislators would support such a measure.

The amendment as suggested in this paper would have two advantages. First, it patterns to some extent exsiting legislation in respect to compensation for mail transportation which has been in effect for many years. Secondly, the amendment would be less obvious in its direct effect on the motor trucking industry.

The railroads in the terms of this legislative proposal would be compensated in sums commensurate with the entire costs plus a fair return for providing services to handle and transport U. S. mail, irrespective of the volume of mail actually carried. The Post Office Department under this scheme would pay only for the mail carried; the compensation being based on "out-of-pocket" expenses as is the present practice. The remaining costs plus the fair return would be paid out of general appropriations made by Congress. This setup would not be too much at variance with the subsidy provision of the Civil Aeronautics Act except for one significant aspect. The subsidy granted to the airlines through mail transportation is designed to underwrite the entire financial operation of the air lines. The subsidy is ostensibly made for the purpose of maintaining such service for mail transport and national defense. The subsidy proposed for the railroads would be designed to underwrite the financial operation of railway mail service only. It could, however be argued that such a subsidy to the railroads is also intended for the purpose of maintaining a service for transporting U. S. mail and for reasons of national defense.

The similarity to the subsidy provision for the airlines gives the proposal suggested in this paper a great advantage over the RLEA's recommendation. The mail subsidy to the airlines has been introduced, put into practice, and accepted by the public. It is psychologically easier to gain acceptance to the expansion of an established practice than it is to promote a novel idea. The RLEA's proposal is fairly novel and would meet with a certain amount of misunderstanding, apprehension, and resistance. In contrast between the two proposals the one would emphasize: "the airline subsidy applied to railway mail service." The other would emphasize: "a new plan to give an annual guaranteed compensation to the railways for mail service." The respective advantages and disadvantages of the two approaches are fairly obvious.

By pursuing our objectives along these lines we would enjoy another advantage (viz) a sense of justice. There would be no need to go into any complicated arguments in an effort to sell the public to such an idea. The average person gets bored with details on matters in which he has no special interest. We could merely say that the government gives a similar subsidy to the airlines to keep them going and would it not be fair that the government give such help to the railroads to keep passenger service going? The answer would be affirmative. Also, the scheme would carry with it a political advantage. It would be difficult for a member of Congress to vote against a plan which would cover all costs plus a reasonable profit for railway mail service but vote in favor of subsidy appropriations for the entire operations of the airlines. Such inconsistency would expose the Representative or Senator to charges of bias or discrimination. Disregarding any sense of fair play which a member of Congress might entertain in voting for similar assistance to airlines and railways alike, he would very likely vote for both measures for the sake of consistency alone.

The RLEA proposal implies none of these political advantages. A legislator would be free to reject such a proposal on its own terms. There would be no conflicting policy or direct inconsistency. Any arguments for a novel arrangement which would guarantee to a transportation industry a given volume of government business would stand rather naked against the questioning of the committee members in Congress. The arguments for financial assistance to railway mail service which would be patterned after direct subsidies to the airlines are "ready made".

On the administrative side of the political aspects of the two proposals, the overall subsidy plan would be less likely to evoke opposition from the Post Office Department. Guaranteeing the railroads a given volume of mail would prove cumbersome to the Department's budget and flexibility of operations. The overall subsidy, in contrast, would not interfere with the Post Office's budget juggling of their books nor their little experiment of diverting mail. And, it might be added that the experimenting activities on the part of the Post Office Department officials would not have nearly so devastating effect upon the financial operation of passenger trains as under the present arrangement. It is even possible that the Post Office Department might support an overall subsidy proposal as an alternative to the move now under way to remove the requirement provisions from the Railway Mail Pay Act. This would still not deal with the problem of diversion of mail traffic but that problem should not be dealt with at this time and for reasons that will be explained in succeeding paragraphs. It is enough to say for the present that railway mail service should be buttressed against financial losses irrespective of traffic volume and in such a way as to antagonize as few people as possible. Accomplish this and then we can start thinking about getting the volumes of traffic back on the railways. And, with an overall subsidy arrangement in effect, the problem of traffic volume or diversion of mail will be considerably easier to solve.

Undoubtedly, organized railway labor as well as management would like to find some means of putting an end to policies which serve to divert mail traffic from railroad facilities and equipment to other modes of transportation. However, the solution does not lie for the moment in legislation which would have an immediate and direct impact upon the manner in which mail is transported. Congress is aware that any legislative measure which would attempt to allocate mail traffic would bring the motor trucking industry, including their powerful allies, down on their neck. The measure would be vigorously opposed by the Post Office Department with a probable Presidential veto. This does not mean to imply that diversion of intercity mail traffic from the railways to the highways cannot and will not be stopped. It implies that mail should be brought back to the railway carriage gradually and with the assistance of certain economic forces. It implies that mail business should be taken away from the trucks and given back to the railroads at the discretion of the Postmaster General and not legislatively. It implies that it should be accomplished without presenting an open challenge to the motor trucking industry.

The diversion of traffic from the railways to the airlines does not present the same nor nearly so difficult a problem as diversion of traffic to highway carriers. Bolstered by an all-embracing subsidy, the airlines would suffer little if first-class mail which they have been carrying were put back on the trains. Moreover, there are no powerful special interest groups which would block such a move.

Railway Express

Efforts to assist the railroads in this area of passenger business may prove to be the most difficult of all. Ironically it is the only legislative proposal suggested in relation to passenger service which would cost the government no money. Actually revision of parcel post size and weight limits would go far toward eliminating the estimated $30 million deficit the Post Office absorbs from parcel post service. This deficit represents, in a sense, a subsidy to large mail-order houses dependent upon artificially low postal rates. With $30 million annually at stake, it requires no great imagination to realize that any proposals to place further limitations on parcel post would be met with determined opposition. Nevertheless, limitations were accomplished in 1951 which resulted in $50 million in increase per year in the terms of revenues for the railroads. Notwithstanding pessimism expressed by some sources representing the railroad companies, the successful accomplishment of 1951 in respect to assisting railway express is indicative of possibilities for further reduction of size and weight limits on parcel post.

Development of Commuter Service

This area of passenger service affords the greatest opportunity for constructive programs not only in respect to retaining suburban train schedules but expanding the service. Actually there are three phases of railroad commuter service which present immediate opportunities, consisting of: 1. Preservation of existing services. 2. Expansion of schedules and facilities in territories that are served by railway commuter service. 3. Introduction of suburban trains into metropolitan areas where no such service now exists. Fortunately there is not the need to go into extensive arguments that subsidies are prerequisite to commuter operations as was necessary several month ago. Nearly everyone concerned with suburban trains, railway management, metropolitan leaders, the Federal government, newspapers and the banking interest are agreed upon this point. The only question remaining in regard to financial assistance is the manner in which such assistance will be granted and the source from which such funds will originate. The recommendation of the Smathers committee on this point is wholly inadequate.

Congress does not ask the metropolitan governments to assume all the responsibility for building their own roads, airports, or harbor facilities. Explanatory statements usually surrounding the bills appropriating billions of dollars for our competitors' systems mention the need to give impetus to municipal projects for transportation. Indeed it does supply impetus to urban governments in relation to transportation programs. Yet, in respect to railroads, the Senate Interstate and Foreign Commerce Committee avers that commuter problems are strictly local in nature and should be dealt with at that level. This is quite a contrast to the position the Committee took in reference to the curtailment of intrastate and local passenger service and the powers which the Committee recommended for the ICC amendment of Section 13 of the Interstate Commerce Act pertaining to intrastate rates. Here the Committee revises its views by expressing the opinion that commuter service is not a local or state matter but a service which deeply affects interstate commerce and should be brought under the jurisdiction of an agency of the Federal government. In other words, assisting railroad service is a local matter; eliminating railroad service is a federal matter.

It could be contended that the commuter service problem will not be solved to the benefit of the railway industry, railway labor, or the public if the solution is left on a local level. Federal financial assistance is the essence to an adequate solution to the problem. This fact is perhaps the most important and significant statement made in this paper.

The recommendation made in the Smathers' Committee Report in regard to commuter service represents what amounts to unmitigated naivete if taken seriously. Perhaps the carriers whose views dominated the recommendations recognized that there were real dangers of something constructive being done in relation to suburban service and decided the "local level" suggestion was their only escape. Passing the idea on to certain sympathetic Senators, it turned up in the committee's report to become the greatest oddity of Federal transportation policy. The carriers must have been aware that if commuter deficits are overcome, it would have quite a bearing on the overall financial problem plaguing passenger operations. Naturally anything which would brighten the passenger revenue would jeopardize the railroads' plans to eradicate all passenger operations.

Federal financial assistance is essential to any program undertaken in a metropolitan area in relation to transportation and the railroads are now no exception. Even assuming an urban government has the financial means to progress rail commuter service, there are local political barriers which can only be unhinged by virtue of federal grants.

There is yet another reason why efforts should be made to secure federal financial participation. It may be possible to earmark the appropriations from Washington to such properties and fixed facilities as right-of-ways, bridges, stations, parking lots, etc., thus forestall action contemplated at various local levels for equipment loans. Such equipment loans must be paid back with interest and it is reasoned that this will be accomplished by applying the borrowed money to technical devices which would reduce labor costs. One could imagine the difficulties which would be encountered between the brotherhoods and municipal transit authorities in relation to such investments, our job protection and working rules.

The logic is simple. The solution to the financial problem of railway commuter service lies in only one direction, that of reducing cost and not increased revenues. In cost reduction the major areas are "labor" and "constant" costs as applied to fixed facilities and properties. We should do everything within our power to direct the efforts toward the latter area. If we fail in this, we may very well be confronted for many years with various programs initiated by local transit authorities to reduce costs in the terms of "labor".

Comments Concerning Four Proposals to Save Passenger Service:

The proposals as outlined on pp. 45-6 may only be regarded as being modest in their demands and conservative in their approach. The first proposal merely attempts to assure the integrity of the carriers in providing passenger service to the public. It does not preclude the discontinuance of an unprofitable service if such service is not needed for means of public convenience and necessity. The adoption of the proposal would force management to demonstrate some deference to the public and not complete subscription to temporary financial expediency. It is a proposal which would gain the tacit approval of many men in management even though it could be expected to evoke their outward gestures of opposition. The second and third proposals dealing with mail and express would in a sense eradicate two existing subsidies. By compensating the railroads on the basis of entire costs for transporting the mail instead of the basis of service rendered, what amounts to a subsidy from the railroads to the Post Office will have been eliminated. The revision of parcel post size and weight limitations would do away with a postal subsidy to shippers of large packages. The subsidy to commuter service is in reality a subsidy to municipal governments. Commuter traffic from the suburb to city is a financial problem which must be faced by urban and Federal governments under any circumstances. Any program for railway commuter service would merely be a less expensive and more logical program than money put into other more expensive and less adequate highway programs for commuter traffic. The four proposals, indeed , comprise a modest program to save railway passenger service.

Concerning a conservative approach, the proposals first of all are designed to preserve private enterprise in the railroad industry. They are also in harmony with the trends of the economy and reflect the policies and practices which have long been established in reference to all other modes of transportation. If we would stop to think, the most radical, as well as illogical approach to the railroad passenger problem is the one now being carried out by railway management and with the sanction of the last Congress, to eliminate passenger service. One might speculate as to whether this radical program of eliminating passenger service was only possible because no other constructive proposals had been put forward.

If the impression should arise that our program is radical, it would appear so only in relation to the railroad industry itself. The change from a strictly private enterprise to a financial partnership arrangement with the government is quite revolutionary.

In the terms of modern transportation finance, however, the program represents only a small step toward bringing the railroad in line with the rest of the national transportation system.

If adopted, the suggested program would by no means represent a final solution but would overcome at least part of the passenger deficit and perhaps slow down the rate of passenger abandonments long enough to save the service. Its proposals, if adopted, would put head-end traffic on a sounder financial basis. It would go far toward eliminating commuter deficits.(1) The program, if accomplished, would help recover some of the lost traffic in coach and pullman service, since any improvement in passenger operations and facilities would strengthen the overall passenger service. By overcoming part of the deficits created by head-end traffic and commuter services, the companies would be in a better position to make other accommodations more attractive in traveling comfort and lower rates. Again, an increase in traffic would bring about an accelerating effect on general business conditions just as loss of traffic brings on retrenchment, further loss of traffic, etc. Greater numbers of passengers riding commuter or intercity trains would bring more revenue to such ancillary operations as dining car service, terminal restaurants, etc.

A program for railroad passenger service, based on a revision of the national transportation policy,(2) has deeper

(1) The significance of overcoming deficits attributed to commuter service and head-end traffic may be more fully appreciated when it is understood that these services reflected 41.85 percent of the total net railway passenger operating deficits in 1955. (See ICC "Railroad Passenger Train Deficit" Report, May 18, 1959, p. 31)

(2) Not a legislative revision of the "National Transportation Policy" which is the preamble of the Interstate Commerce Act, but a practical revision of the transportation policy which would provide for assistance to the railroad.

significance than merely giving financial assistance to certain phases of passenger service. If the program were adopted it would establish the basis for further reconstruction of our railways. Also, it would establish the basis for overcoming many difficulties which have grown as the railways have deteriorated.

Most important of these difficulties to consider is the heavy impact which economic recessions have upon operating costs, especially labor costs. Since the constant costs which characterize railway expenses are heavy, whenever revenues fluctuate downward, rail management is forced to cut unnaturally into operating expenditures to meet obligation connected with fixed capital. This explains deferred maintenance to a great extent. It also to some extent explains labor policy. The program suggested is a beginning aimed at reducing constant costs. As suggested before, tax concessions made on bridge, right-of-way, and terminal facilities in connection with commuter service, for example, would have the effect of permanently widening the gap between costs and revenues of all phases of railway operations.

VI. Methods of Promoting Program

In promoting such a program as necessary to help railway passenger service, there would be no need to attempt anything beyond our traditional channels of sponsoring or promoting any other program. Persistency rather than sensationalism should pattern the course of action. Any program which must evolve over a period of time and be accomplished piecemeal is not conducive to an intense campaign. An issue which may be decided in a single day, such as a political election, would be susceptible to an intense campaign. However, a program which must be accomplished piecemeal must be promoted step by step, varied and plural in its approaches.

From a practical standpoint, the program if adopted, would be announced through the regular channels such as our magazines and the Labor paper and other newsletters and periodicals. With the customary press releases these means should suffice for the purpose of announcing our position on the problem. After announcing our policy on passenger service, efforts could be made to interest our memberships, primarily through our education programs and lodge meetings, in order that the members may take an active part in promoting the proposals on the local level.

The main effort, however, should be directed toward Congress. None of the subjects to which the proposals refer have to be introduced. They are all in the hands of Congress now and likely to remain there until solved. Commuter service is one; and those who subscribed to "local level" solution on the Subcommittee on Surface Transportation are going to have it on the "federal level" whether they want it or not. The politicos on the "local level" have not exactly "bought the local level" privilege. They prefer that the problem remain on the federal level and Senators and Representatives from metropolitan political areas will see that it stays at that level.

As we know, the Senate group investigating the railroad problems last year turned the subject of railway mail deficits over to the Post Office and Civil Service Committee. In referring this problem over to the proper committee the Smathers Report carried with it a recommendation even less constructive than the "local level" suggestion in regard to commuter service. The principal objective is to remove the compulsory feature of the Railway Mail Act. This recommendation has already created opposition from the Post Office Department. Very possibly the motor trucking interests will take a dim view of the idea. From the railroads' standpoint, only management wants it. Railway labor, therefore, has the opportunity to ally itself with the Post Office on this point and to placate the motor trucking interest while bringing forth a new proposal which would help our industry.

Concerning measures which would put an end to the Post Office's express business, a proposal to this effect which has already been presented by the carriers and is one to which we could lend our cooperation. The subject is almost constantly before Congress. Very likely it will be taken up during the present session by the committee which will be established to investigate the passenger deficits, if not by the Post Office and Civil Service Committee itself. **

Lastly, we should promote in Congress a proposal to revise Section 13a of the Interstate Commerce Act. This is absolutely necessary if we are to save passenger service. It should not be too difficult to find sympathetic senators and congressmen who are dissatisfied with the license which was given to the carriers to abandon passenger services by the 85th Congress. Such legislators might find it expedient to support our proposals.

Depending upon what was accomplished at the national level would largely determine the extent of activities by our members at the state and local levels. Heretofore, our state and local officers have had little else to do in relation to passenger service except to protest the removal of train schedules and passenger facilities. If this program were adopted, our members for the first time would have the opportunity to work for something positive. Our members could pressure their local governments to reduce taxes on passenger facilities; a petition which could be backed by some impelling arguments. Assuming the community provided a tax-free airport and was in danger of losing its passenger service along with its tax, local railway workers would not be without a good issue. Another possibility at the state level, for example, would be to get a referendum on the ballot to give tax concessions to railroad passenger facilities.

** The Senate and Civil Service Committee has placed this subject on their agenda. The Committee has announced that they will investigate the possibility of the Post Office Department taking over Railway Express if the railroads decide to pull out of the express business altogether.

Our officers, including the international officers, could do much in the way of promoting the program. On many occasions they are called upon to make speeches on various subjects. It would be logical to assume that on occasions and in localities where air and highway travel has been seriously disrupted by adverse winter weather, a speech calling for aid of rail passenger service would find many attentive and receptive minds.

Nevertheless, whatever means which might be used, the essence of promotion is persistency. Either we believe that railway passenger service is worth saving or we don't. If we do believe so, we should take action conservatively, intelligently but persistently. Above all we should act constructively, in order that something constructive may result. The problem will not solve itself and we should rid ourselves of any false notions that with sufficient criticism of management that they will do something constructive. As was stated before, management is rather helpless under the circumstances to do anything constructive. And, again the question may be asked: If we do not act to save railway passenger service, who will?

PURPOSE IN PROMOTING A PROGRAM TO SAVE PASSENGER SERVICE

One of the essential purposes for promoting a program to save railroad passenger service is simply to save the jobs of our members. Some organizations are being more adversely affected by the decline of the passenger system than others. Nevertheless, we all stand to lose or gain in relation to the trend of this vital service.

The second purpose would be to bolster the morale of our members. All men have a certain psychological need to be associated with progress and it is certainly true of the railroad worker. The working force of our nation's railways is made up of men who are highly influenced by tradition and dedicated to their industry. They are men who are likely to entertain sincere feelings concerning the success or failure of the railway industry.

Losses and defeats in passenger service are certain to have a detrimental effect upon the morale of the railway worker. It may be assumed that the sight of our passenger trains disappearing year after year gives the railroader a helpless feeling. Nothing destroys a man's morale quicker than to be a victim of a situation without having the means to cope with it. Trying to attain a sense of security within an organization which is seemingly failing him has the effect of driving the man into a defensive position. Success is not so important, in itself, as when applied as a means to positive action. Men can face failure and retain high morale as long as they believe in eventual success. The railroad employee's labor organization is the only practical channel through which he can act to solve his problems both in relation to his management and his industry. Two things will affect his morale as a brotherhood member in relation to his railroad industry: First, he will become distressed if he finds that his organization is unwilling or unable to deal with a problem which affects him materially or psychologically; secondly, he will feel somewhat in despair if he is permitted to believe that problems cannot be solved under any circumstances. Therefore, it may be concluded that assuming a member cannot act positively in regard to passenger service abandonment, his morale will suffer accordingly. Lack of morale or lack of confidence in the organization would subsequently have an effect on a man's interest and activities in all phases of his brotherhood. Practical ideas must be broadcast to an organized railway employee. He will make of them as he sees fit. He has the choice of either reacting with a crusading spirit or ignoring the ideas completely. More than likely the average railroader will react in neither manner. Judging his possible reaction realistically he will at least think about the proposals; perhaps he will argue about them at the roundhouse or discuss them at lodge meeting. The most that could be hoped for would be an occasional letter to his Congressman in support of the program, his contribution to a deputation to the town or city council in behalf of railway passenger service, or participation in a local transportation club where he may contribute his ideas as a railroad worker. However, whether he would merely scratch his head and give a moment's thought to it or whether he would lead a procession to the town hall to get the tax taken off the local passenger station is relatively unimportant. What is important is the fact that, whether passive or active, the railroader would have the opportunity to think positively and act constructively. For too long a time the railway worker has been subjugated into a position within an industry which is deteriorating and described as dying. The railway brotherhoods have reacted to this, and react they should. But, it is a great mistake especially from a psychological standpoint, to act almost wholly in relation to a declining situation.

The railway worker is more than ready to accept some reassuring and practical ideas concerning passenger service which do not relegate him to the sidelines as a hopeful spectator. Whether the program succeeded or not, interest and leadership demonstrated by his organization will gain his respect and confidence.

The carriers have offered a program to the employees which purports to be a constructive measure to help save passenger service. The program would serve in essence to reduce the working force and cut the wages of employees engaged in passenger operations. The carriers have made no claim that such a sacrifice on the part of the employees would restore the service or even to what extent it would serve to restore passenger business. This is not difficult to explain. The railroads have no intention of retaining passenger service regardless of how many working rules are surrendered during the interim. This is easily understood after analyzing passenger deficits. Wages of the crews engaged in the actual operations of passenger trains represent but a fraction of the solely related expenses and even a smaller fraction of the total passenger operating expenses which includes apportioned expenses. Furthermore, railway management is as well aware as anyone that any really effective revision of rules would be unworkable and unacceptable to the employees. They understand that by reducing wages below standard is economically unsound. They realize that substandard wages would drive away qualified, self-disciplined train and engine personnel thus creating more cost in the long run.

We could, therefore, regard the gestures of the carriers toward our members as having other purposes than saving passenger trains. More than likely the overtures seemingly directed toward the employees are in reality meant for the general public. By offering the rules revision and wage cutting to the workers, railway management leaves the inference in the public mind that employees' wages and rules, not management, are destroying railway passenger service. Nevertheless, as dishonest as the carriers' proposal may be, both in respect to its contents and purpose, it still represents the only "package" which the railway workers have been offered during the passenger crisis.

In attempting to extend the role of leadership into the passenger problem, primary consideration should be given to the welfare of our members. Leadership cannot be confined to our own immediate problems. It must include matters of education, civic problems and welfare. This we have found to be quite in harmony with our own immediate welfare. So it is with leadership in attempting to solve the railway passenger problem.

While serving the immediate welfare of the members of our organizations, it would be quite in harmony with this trust to provide leadership in respect to the industry and to the public. During the crisis which the railroads are experiencing leadership has been sadly lacking. Management cannot provide it and railroad corporations will not. Government has not provided it and the labor organizations have fallen short too. Railroad workers whose jobs are at stake are not the only ones concerned. The public, too, would welcome some leadership in reference to passenger service.

Many Americans still need rail service for travel or commuting and would suffer by its elimination. There are those who for physical or psychological reasons cannot travel by airplane or automobile. There is a group of people who simply prefer railroad accomodations to those plying highway and air routes.

Then there are periods of severe weather when the railroads are the only possible means of passenger travel, and transportation of mail and express. There are the potential dangers of a national wartime emergency in which sudden demands would have to be met by an existing amount of rolling stock, motive power, stations, and experienced personnel engaged in passenger transportation. There would be no time to ressurrect a huge passenger network which would take many months or perhaps years to get into operation. It should be remembered that the railway passenger network consists of more than coaches and pullman cars. It would take more than merely setting a few cars aside to meet the military and civilian needs of wartime demands on our rail system.

In the background is the important matter of conserving our natural petroleum. The United States has advanced dangerously far in gearing its transportation system to petroleum fuel. Commerce and industry as well as the community have become greatly dependent on oil and indirectly dependent on petroleum by adjusting their existence to the motor vehicle - the greatest and most wasteful large scale consumer of natural petroleum. Concomitant with our dependance upon oil is the growing dependance upon foreign petroleum. Should foreign imports of oil be cut off, it could well paralyze our country. While it is claimed that the United States has enough domestic reserves to meet its own demands, its capacity to do this decreases day by day. At any rate, railroad passenger service as related to petroleum should be retained and promoted for the following reasons:

1. To retard the trend of laying out our metropolitan areas patterned to accomodate motor vehicle transportation. We could suddenly find many of our communities almost completely dependent upon automobiles and trucks and in very short supply of fuel.

2. To forestall the day when our domestic reserves of oil cannot meet our consumption thus placing our internal security to a great extent in the hands of foreign powers. This situation could very possibly arise as a result of political upheavals abroad.

3. To conserve our petroleum to the extent that the trend from private transportation to mass transportation may come about gradually, efficiently and economically.

QUESTIONS WHICH MAY ARISE

1. Why Should The RLEA Embark Upon a Program Without Any Certainty of Success?

Nothing is certain and if the railway labor organizations embarked only on programs that were certain of success, we would embark on no programs at all. When faced with a problem, potential success or failure is no real factor. The real factors are the desires of our members and the advantages or disadvantages inherent in and contingent upon any organizational efforts.

There are certain calculated dangers in permitting the present trend to continue, or remaining complacent while other interests attempt to solve the problem. It would indeed put our organizations in an awkward position to permit other interests to implement certain schemes which would later prove to our disadvantage, and thus forcing us into a position of opposing them. Nothing would make our efforts for job security and the defense of our working rules more glaring and more at odds with the general public. In short, there is calculated risks "in going out on a limb" with a passenger program, but first let us reason if it might not be better to act so as not to "find ourselves out on a limb" by someone else's making.

If the factor of "success" must be prerequisite to any initial action, then the question arises as to what would be the basis for determining success? Perhaps adoption of the four legislative proposals within the near future should be the determining factor of success or failure. But this would be unrealistic. It took the promotors of the Great

Lakes - St. Lawrence Waterway nearly forty years to put over their scheme. The legislative accomplishments of railway labor in the fields of safety and railroad retirement has been a history of long and often discouraging effort. Actually, such a program should have been initiated at least ten years ago when passenger service startedits impressive decline. Then the reasoning behind the aforementioned proposal would have had time to take root in relation to the problem sufficiently so that the 1958 Congressional investigation might have centered around more constructive issues instead of the hasty and destructive amendment to Section 13 of the Interstate Commerce Act. However, why speculate so much on the possible success or failure of some proposed program. It is really only a new approach to an old problem. Our organizations have actively engaged in a passenger program for many years. The mode of activity within the old passenger program has been largely negative, being largely confined to retaining as much passenger service as possible. Whenever the carriers petitioned a state railroad or public utility commission to discontinue passenger trains or facilities, the representatives of the employees in the state would in most cases oppose the carriers. They have been successful considering the circumstances, but the impressive record of passenger service reduction since World War II signifies that these means of meeting the problem are highly ineffectual. Since the passage of the Transportation Act of 1958 even the traditional activites of our state legislative boards before the state commissions have been practically nullified.

2. Would a Passenger Program Draw Attention To And Create Undue Criticism of our Working Rules and Safety Laws?

The only creative force behind criticism of working rules and safety laws is railway management. Management's objective is to cut operating costs, and nothing the organizations do or do not do in relation to passenger service will mitigate the vituperations leveled against railway labor one bit. If we promote a passenger program we will run the risk of being criticised for pushing a scheme to keep unnecessary personnel on the job. If we do nothing effective to bar the carriers from eradicating passenger service, then we will be subjected to criticism for keeping our working rules and safety laws, and thereby destroying passenger service. It should be remembered that once passenger service is gone, and the carriers will spend millions convincing the public that railway labor is to blame, the same tactics could be employed by the carriers in other areas. These arguments would be directed toward a very receptive public which would be unhappy about losing rail passenger service. Why should it be necessary to speculate on this possibility? Isn't there ample evidence already? Is not the Hosmer report, the various reports submitted by the National Association of Railroad and Utilities Commissioners, the articles in the St. Louis Globe-Democrat and the Railway Age articles charging that labor contributes to passenger discontinuances, sufficient evidence? Can any of this disparagement be attributed to some effort we made to save passenger service? It would be unrealistic, however, to overemphasize the dangers which could be precipitated against our organizations for attempting to save passenger service. By attacking us on an issue which concerns passenger service, our adversaries would be putting themselves to definite disadvantage. The public is aware that the railroads want to get out of passenger business and would expect the carriers to resist any attempt to keep them in it. Therefore, if some plan was put forward to retain it, the cry of "featherbedding" and "make work" rules would have a hollow sound to the public. There is but one way to avoid the issue of "featherbedding" and one way only--surrender to the position of the carriers. The issues of "make work rules" and "featherbedding" will more than likely be with us as long as management exists. Whether the issues become vitally dangerous or just a natural rancourous position taken by management depends upon what shape the railroad's financial structure takes. Assuming the partnership arrangement will take form in the financial structure, labor would assume a new significance. The railway brotherhoods represent the principal political force in the industry and management would depend greatly upon the organizations to get government appropriations which could be directed into the industry's outlay. Management, in the terms of dollars and cents, would not risk pushing labor too far and thus indirectly jeopardize government investment into the plant. This is assuming, of course, that railway labor would take an active role in something that should be of mutual interest to management and labor alike concerning the health of our industry.

But, there are other reasons why we would not likely be criticized for a program to save passenger service. Concerning three of the four proposals management could ill afford to oppose since the proposals are closely identified with management's own pronounced desires in regard to the problem. Concerning the other proposal, namely, revisions to Section 13a, making it difficult to discontinue passenger services, management will howl and howl loudly. However, they will howl alone. There is no concerted organized movement in the United States clamoring for the elimination of railway passenger service. Significant and very influential Senators are very displeased with the present arrangements. The heavily-subsidized competing industries won't complain. They are not directly threatened by this modest program and would prefer to remain reticent lest their own liberal subsistance become a matter of public issue. Lastly, and most important, if the restoration of railroad passenger service became a national issue, the overwhelming majority of the people would be in favor of the government taking measures to accomplish restoration.

3. Would the Railway Labor Organizations Run the Risk of Being Criticized for Trying to Create Jobs for Their Members?

The accusation that railway labor is promoting a plan to save passenger service should be regarded as a tribute. Since when has it ceased to be one of the most essential principles of a labor organization to promote any scheme which will help retain full employment and to get the unemployed worker back on the job? Just who does object to this? Industry which is anxious for a market for its products? Government who must assume responsibility for unemployed, unproductive worker? Is this the first time a plan has been introduced which, among other objectives, is designed to alleviate unemployment? Has not the government plunged billions of dollars into public projects (especially for transportation) with the expressed purpose of putting men back to work? If our accusers should come forth and publicly state that unemployed railway workers should stay unemployed and that railroad passenger service should be completely abolished because it serves only to keep some of our members on the payrolls, then we in turn should be equally frank to admit that "we are promoting a scheme for welfare of our members and the traveling public as well."

But, who would be our accusers? It would be the financial interests who would liquidate railroad property and service for the sake of profit. No one else could justly condemn us for either attempting to save jobs or a vital and needed railroad service. Therefore, organized railway workers should never demonstrate any reluctance to push any scheme which would retain our members' jobs, return our furloughed men to work and retain a needed railroad service. If we would hesitate out of fear of what the carriers would accuse us of doing, then we would indeed be incapable of accomplishing anything.

4. Would Financial Assistance Lead to Government Interference into the Internal Affairs of the Railroads?

First of all, there should be some understanding about the term "Government interference". Unfortunately, this term has come to connote undue meddling or state repression into the internal affairs of business. Too often at the mere suggestion of government interference, people shut out the arguments for a proposal and thus cut off all power of reasoning on an important issue. State interference in democratic government is a process of the people to accomplish certain ends. There is already extensive interference by the government, both federal and state, in connection with the railroads. The government enters into the industry on the matter of rates, safety, hours of service, stipulations for transportation of mail, etc. Railway labor, for example, may support interference on one hand or oppose it on the other. It may support a proposal to extend government jurisdiction over power brakes while opposing government power in respect to passenger rate charges. Never in the history of our organizations have we failed to drive for government interference when such interference would benefit our members. We have, moreover, supported state interference without any thought that it might lead to restrictions detrimental to us.

Government has no monopoly on interference in our industry. The bureaucracies of corporate finance extend their power into our industry to a far greater extent than ever contemplated by government. And, such financial bureaucracies are powers in their own right. They exert great influence over the press, with government officials and political parties. It was these sources that made the decision to eliminate passenger service. They do more than interfere with the railroads -- they establish policy over our railroads.

Therefore, is it so

dangerous to take the decisions and policies concerning passenger service out of the hands of railroad finance; and, in part, place it into the hands of our government?

Let us take, for example, the barge lines or the airlines. To a great extent the policies or decisions affecting these transportation systems are made by Congress and federal bureaucracies, not Wall Street bureaucracies. Could it be said that either the airlines or the barge lines have been permitted to suffer under government tutelage? How do these competing industries fare under government interference as compared to the railroads under interference of corporate finance? While corporate finance formulates policy which causes the elimination of services, plant facilities and railroad employees, the government pours its bounty into the airlines and barge lines where we see great expansions and a growing working force. It should be remembered that corporate capital is dedicated to the principle of profit; state finance is dedicated to the principles of national progress and social welfare, if not political expediency. No Congressman or Senator will permit his State or district to go without federal funds for an airport or harbor facilities when those funds are made available for such projects, economic justification notwithstanding. Corporate capital, in contrast, cannot afford great losses within the limits of its investments. State finance takes no cognizance of profit or loss since there are no limitations nor purpose of its expenditures other than national welfare. Therefore, we might judge as to which form of interference we would prefer in connection with our passenger service -- corporate or government finance?

5. Are Subsidies Wrong?

In the first place, subsidies are not subject to moral judgment and can be neither "right" nor "wrong". They are financial practices of the prevailing economy and may only be judged in the terms of being desirable or undesirable insofar as the industries affected are concerned. But, "subsidies" is not an accurate term to describe the situation. "Semi-socialism" or "socialized corporate capital" would be a more accurate description of the situation. This would include not only direct subsidies but tax concessions, government regulatory privileges, and government investments as applied to any given transport industry. The essential question with which we are concerned is: Would it be desirable to help to bring about another semi-socialistic transportation system? If we answer in the negative, then we would be the only organized force in the entire network of commercial transportation who would take such a position. The organizations or associations representing the airline workers and the airline companies certainly do not object to government assistance. The Teamsters' Union as well as the Trucking Associations do not oppose federal or state outlays. The Seamen's Union together with the ship-owners join hands in fighting for state assistance. Are there any doubts as to how both the inland waterway carriers and the organized barge line workers feel about the funds from the public treasury which brought their industry from near extinction in the 1860's to a growing and prosperous industry today? Concerning the government, how does its officials regard such magnanimity toward our transportation competitors? Thousands of pages of documentation of expressions of thousands of public officials from the President of the United States down to "hick-town" aldermen, could relate not only rationalizations to the electorate for the transportation programs but expressed pride in reference to multi-million and multi-billion dollar projects for waterways, airports and highways. What political opposition has arisen pertaining to these programs has been sporadic and insignificant. In fact, it would be a rather difficult task to write a paper on the subject of opposition to financial support by the government of transportation systems. The railway labor organizations are the only groups who sincerely oppose the policy. Even the opposition arising from railway management must be qualified. Some rail executives either have become realistic enough or by events have been forced to become realistic, to recognize that government assistance is in order. Other railway administrators would like to divert both traffic and capital investments into the semi-socialized transportation channels as was mentioned in earlier pages.

One cannot say, after a sober analysis of the semi-socialistic transportation industries, that government financial participation in those industries has had any detrimental effect upon their collective bargaining process. Quite to the contrary, the organized employees of those industries have been relatively free from the vicious attack on their pay structures, job assignments, and working rules as compared to our own workers who are engaged in a transportation system which does not enjoy the state's financial blessing. However, take away government support of these industries and there would be attacks on their employees such as never expreienced. Why should there be any undue discord within the subsidized industries? Because of the transportation policy of the government capital investors, labor and management work in harmony to gain what concessions they can from the legislators to make their industries prosperous and growing. Indeed, all interests of those industries including their labor organizations would fear the loss of government support. One would guess that what the competitors fear most is that a change of status from state paternalism to private enterprise would bring most of the problems that besetthe railroads. It would not be a matter of guessing to determine that the airlines, truck lines and barge lines would deteriorate considerably faster than the railroads have in recent years without the money which the government pumps into their systems. Why railway labor should hold any fear to permitting a segment of their industry (i.e., passenger service) from being sustained by the government is something that can only be explained as a misunderstanding of the practice.

6. Would the Proposals If Adopted Minimize the Chances of Initiating Adequate Users Charges for National Transport Facilities?

If we were serious about the possibilities of users' charges, then the quickest way to relize them would be to broadcast that one more industry intends to survive at the expense of the public treasury. However, it should be recognized that the probability that really adequate users charge, something more than a sham, is quite remote. Even with the adoption of users' charges, the condition of railroad passenger service would not be greatly improved, since users' charges would have little competitive effect on the principal railroad passenger competitors -- the private automobile and the airlines. The airlines are buttressed against users' charges by direct subsidies provided through the Civil Aeronautics Act. Attempts to confine expenditures under the Highway Act of 1956 to user charges levied against motor vehicles have already failed.

The subject of users' charges has no doubt become as old as the government's participation into commercial transportation. As has been mentioned in previous pages, the task of applying users' charges involves more than just charging sufficient tolls for use of government provided facilities. Shippers, manufacturers, local communities, and other vested interests have a stake in the artificially lower rates charged by carriers benefitting from state-provided facilities. Moreover, subsidies, tax concessions, and investments into the economy are instruments of government's policy to stabilize our sensitive economic system. The government dare not deprive itself of this power. In a sense, attempting to inject users' charges into the policies that connect the government with the national economy would be attempting to turn the clock back in relation to the impelling trend.

While the subject of users' charges was being discussed over the years, our competitors have grown propserous and the railroads have been going downhill. Whether or not the presentation of adequate charges for use of government-financed facilities has been entirely sincere is unimportant but the effect has served to dupe many people within the railroad industry. The time should come when all illusion in relation to passenger competition should be dissipated else the believers will soon be talking about users' charges in the past tense, after the last passenger train has been removed. The situation is -- either users' charges now, or subsidies now -- and there is no reason to believe that it will be users' charges.

7. The public Lack Interest in the Railroad Passenger Problem.

If there was intense interest demonstrated either in relation to the railroad passenger problems or the solution to the problem it would be somewhat of an unusual occurance for the American public. It is almost impossible to think of any isssue which could be considered a subject of general interest. Political campaigns may momentarily create intense interest, but even here a precinct party worker might disagree. During the closing days of the 1958 election campaign a political rally was held in a heavily populated suburb of Cleveland. The meeting was well publicized, held on a night when the weather was good, and with the leading candidates present. The newly-elected Senator from Ohio was the principle speaker. Yet, if it were not for the candidates and the party workers, the hall would have been empty. Could it be said from this demonstration that there was a lack of interest in the last election? -- of course not. It signifies that public interest manifests itself nowadays more passibely than actively, but the interest is there, nevertheless.

Recent public interest aroused during the Senate investigations pertaining to the deterioration of railroads revealed that the railroads have a sizable reservoir of public popularity despite the shabby treatment they often accorded to the public. This sentiment may be exploited if positive proposals were to be introduced.

In exploiting public sentiment toward some specific objective, two factors must be taken into account. First, the proposals must be confined to community needs, whether real or fancied. This condition rather than the actual promotion will push the proposals through. It is for this reason that the accent should fall upon persistency rather than sensationalism. For, if your ideas are kept before the public, the public's need or desire will gravitate toward and envelope your proposed solution. Second, direct the proposals toward the most logical powers. Restoration of head-end traffic must come through Congressional action. Commuter service will be placed on a sound basis largely through the efforts of state and local government. Yet, the key to the commuter problem solution also lies with Congress. Local officials are aware of their traffic problems and would be quite happy to support any solutions as long as a good share of the financial burden is assumed by the Federal Treasury. As for Congress, this legislative body is nothing more than an aggregate of local projections. In other words, it is the old "log-rolling" technique ---"you support this bill for my folks back home and I'll support yours".

Washington politicians rarely complain about what the voters back home want, provided the folks through their local government let their wants be known.

8. Would the Program Divert the Efforts of Railway Labor from Other Imporant Issues?

Thousands of jobs of members represented by the various organizations are at stake in the passenger service issue. Some crafts are faced with very vital issues which are demanding every bit of energy and resources which they can muster. However, it should be remembered that the same forces which are imposing those issues are the same forces at work to eliminate passenger trains and for the same reason. It might, therefore, be wise to make some effort toward solving the "reason" itself. Management has not gone to war with railway labor because the personnel of management is made up of a bunch of scoundrels. Neither are they trying to eliminate passenger service because they hate the sight of a railroad passenger station or train. Management is forced to make a financial showing out of a deteriorating industry. They can only achieve financial results by eliminating employees, marginal or unprofitable services and fixed facilities. This is the result of the deteriorating condition of the railway industry within the national transportation network and as long as it continues to decline, the process above will continue. In other words, as long as the railroads continue in the downward trend railway labor relations will continue to deteriorate. We will be devoting much of our efforts to answering Hosmer reports, Readers Digest articles, or Globe Democrat tirades, and the like. As time goes on these problems will become increasingly more difficult to deal with. With the absence of a constructive solution to the railroad problem, the destruction of job opportunities and contract agreements will continue to be prominent as one of the stopgap solutions to the railroad problems.

A great amount of effort, time, and money is being expended by our organizations in attempting to bolster our position within a deteriorating industry. Such effort is very necessary, of course. It would be understandable that we devote so much of our effort in relation to adverse trends of our indstry, if the deteriorating causes were economic and corrective measures to the greater railroad problem were hopeless. By all economic logic it should be our industry's competitors not the railway which should be in a state of deterioration. There is no basic reason why our industry or our organizations should be losing ground or fighting for their lives. Efforts to secure our organizations in relation to a dying industry will become increasingly more difficult. Our success, on the other hand, largely reflect the success of the railroad industry. The problems which have plagued our industry in recent years have arisen from political not economic laws. Since the ills are caused by mere statutory provisions, it is within our power to take steps to rectify the situation. It is logical, feasible, and to our own self-interest, to try to do so. With each successful accomplishment in connection with our industry, the efforts of our organizations will be made much easier.

CONCLUSION:

The purpose in writing this paper has been in an attempt to explain that the rational solutions to the immediate problems of our organizations may lay beyond the immediate efforts to which our brotherhoods are accustomed to dealing with. If seemingly remote problems affect the welfare of **organized railway** labor, we should go out then and meet the problems. In other words, we should not pay too much attention to the symptoms, but should diagnose the trouble and attempt to deal with the basic causes. It has been stressed that we should not leave the solution of the basic causes to other forces, for who else has the welfare of the railroad worker and the industry as a transportation service in mind? It should also be borne in mind that the railroad problem, with stress on the financial structure of the enterprise, may be temporarily solved to the detriment of railway workers, if the attempted solution should be initiated by other forces.

The outcome of the passenger problem, specifically, will certainly have an effect on our organizations. Therefore, we may act to meet the problem or we may sit by and wait to see how the efforts of others will affect us. Thus far, no outside plan has been presented to restore the service. It is safe to say that none will, if no one within railway labor is ready to take the initiative. It is also safe to assume that if remedial measures to the passenger problem should arise from other sources, "feather-bedding" and "safety laws" will continue to be used against labor since "other sources" regard those subjects as being part of the passenger problems. If we initiate the plan, perhaps other forces would be content to let us remain in the thick of it and merely follow us as long as what we accomplish also satisfies them.

Attempts have been made to explain that a railway passenger service program, if adopted by our organizations, would be in harmony with trends of the fundamental forces underlying our economic system. Population growth and the increasing scarcity of natural petroleum will tend to make private automobile transportation more of a luxury than a convenient mode of transportation in the future. The public, as time goes on, will come to rely more on mass rail transportation.

Also, attempts have been made to explain that government assistance, necessary to save railway passenger service, is quite consonant with the widespread and growing trend of financial underwriting by the state of large segments of the economy. It was pointed out as significant that the reason for the railway problem as it affects the industry's investor, plant, services, management, and labor force, results from a time lag in the evolution of the financial structure of the railroads in relation to modern state - private partnership financial structure as characterizes our transport competitors. Moreover, while the railways, and especially its labor force, suffer from the vicissitudes of business cycles, our competitors remain strong and even progress during downward trends in the cycle and economic recession. Our competitors demonstrate the advantages in lending themselves to and serving government economic policy instead of leaving themselves subjective to competition and outmoded business principles.

Stress was made that there is no evidence to indicate that financial participation into railway transportation would mean political control nor have any detrimental effect upon working rules or collective bargaining processes. No group of workers in the transportation industry has been subjected to so much vilification as the railway workers whose industry enjoys no government participation in its financial structure. All other transport workers are engaged in industries with government financial participation. Therefore, it has been contended that government financial assistance will not only strengthen railway service, the plant, the capital investments, but the working rules, collective bargaining, and job-security as well.

It was explained that a railway passenger service program, if adopted, would receive the approval of our membership, the public, a significant number of public officials, and even some individuals among railway management.

Lastly, an attempt was made to explain that no problem can be solved by ignoring it, nor using defensive and negative measures.

ASA PHILIP RANDOLPH

SUBJECT FILE BROTHERHOOD OF SLEEPING
CAR PORTERS

Reorganization of The Pullman Co.

1927

REORGANIZATION OF THE PULLMAN COMPANY

Prepared for

BROTHERHOOD OF SLEEPING CAR PORTERS

Compiled by
THE LABOR BUREAU, INC.,
2 West 43rd St.
New York City.

March, 1927.

Reorganization of the Pullman Company

On February 10, 1927, a letter to shareholders of the Pullman Company outlined details of a reorganization plan which provided for the formation of a new corporation in the form of a holding company. The new concern would acquire all of the assets of the Pullman Company, not essential to the proper conduct of its carrier business. The new company would include the word Pullman in its title and would have not less than 3,375,000 shares of capital stock. The new company would acquire the stock of the Pullman Company through an exchange for the shares of the new company, two and one-half shares of the new being issued for each share of Pullman. Unless at least two-thirds of the outstanding capital stock of the Pullman Co. approved the proposed plan by the deposit of their shares, the plan would be abandoned. No banking or underwriting commission was to be paid in connection with the consummation of the plan, since no new financing was involved.

The reasons for the readjustment are given by E. F. Carry, president of the company in a letter to stockholders which stated:

> "The board of directors of the Pullman Company has become convinced that the best interests of the corporation and its stockholders requires a reorganization of its capital structure. At present the Pullman Co., through stock ownership or otherwise, is interested or engaged in different activities. It is generally known as conducting the business of operating sleeping and other cars on railroads. This affects it with a public interest and subjects it to federal and state regulation.
>
> "On the other hand it owns the entire capital stock of the Pullman Car & Manufacturing Corp., which latter company is a manufacturer of railroad equipment. The Pullman Co. also owns or controls other assets and

> shares of stock in other companies not essential to and having no connection with its carrier business. Under the present corporate structure it is difficult to separate from each other the definite results of operations of these different activities.
>
> "Your directors believe that a reorganization is desirable for the following reasons:
>
> "1. It is advisable that the public, the stockholders of your company, and federal and state regulatory bodies shall distinguish clearly the earnings derived by the company from its carrier business. To that end it is the judgment of your board that the property of the company devoted to its carrier business and the property in which the company is interested through stock ownership or otherwise and not devoted to its carrier business, should be placed under the control of separate corporate entities; that the shares of stock of such corporate entities and such other assets, if any, as may seem desirable should be acquired by a new corporation in the form of a holding company, in which in lieu of the present shares of stock of the Pullman Company, the present shareholders of the Pullman Company should be stockholders.
>
> "2. The reorganization is desirable because under a new corporate structure the assets, of the Pullman Company which are not essential to its carrier activities can be utilized for the benefit of the stockholders of the Pullman Company more advantageously in broadening the scope of its corporate activities than can be done under the corporate structure.
>
> "3. The reorganization is desirable because it will increase the total number of outstanding shares and thereby attract a larger number of investors of moderate means, who are deterred from investing in the company's shares by the present high unit price thereof. It is believed that a larger participation in the ownership of the company, both by employes and the public at large, is desirable and will result from the proposed change."

There have been many comments on the probable new rate of dividends to be inaugurated on the stock of the new holding company to be exchanged for Pullman shares. It is said that a rate of $5 a share on the new stock is the most likely. This rate would call for $12.50 a share on old stock against earnings of $13.42 a share during the last fiscal year, including all earnings of the manufacturing corporation. A $4.00 rate would call for $10.00 a share on present stock and would yield about 5.33 per cent on new stock at present market levels. At the last annual meeting E. F. Carry, president, said that when and if reorganization action was taken it would be favorable to stockholders. This remark would seem to indicate a better dividend return under reorganization than on the present $8.00 annual basis.

The Wall Street Journal of February 7, 1927, in a very facetious vein made the following comments on the possible new dividend rate, indicating that they expect a return of at least $5 on the new stock.

> "If the directors of the Pullman Co. had cared to do so, they might have put the real news about the company into the announcement of a stock split-up and dropped a bomb upon the pestiferous Professor Ripley at the same time. Their twelve-line statement said only that two and a half shares of new stock were to be given for each present share, and then committed the transaction to the ministrations of an imposing committee.
>
> "Knowledge that the stock issue is to be rearranged, and even that the increase in the number of shares is to be according to a stated ratio, are items of no greater importance to stockholders than the rate of dividends to be paid on the new stock. In determining the ratio the directors must necessarily have given thought to the new dividend basis. The two things are too closely related to suppose that the board could have decided upon the ratio while piously trusting to Providence for a revelation of the righteous distribution of the profits.
>
> "It may be objected that this newspaper, like the Harvard dissenter, is seeking to 'breed distrust'; that stockholders in a corporation under such distinguished tutelage as Pullman should consider themselves too fortunate to ask questions. Perhaps it will even be said

> that if the management should incontinently divulge the intended dividend rate at this time, its competitors could take advantage of such disclosure to strike the Pullman Co. a body blow.
>
> "But it is just the high standing of the Pullman management that renders the fullest candor in its dealing with stockholders so much the more to be desired. The company's stock is listed and the Stock Exchange is open from ten to three, every business day. The stock is selling at too high a price for the present dividend of $8 annually, and the latest reported earnings of $13.42 a share to justify. Either there is more in the stock than meets the eye, or investors owe it to themselves to shift their capital.
>
> "It is bruited about that the divided stock is to pay $5 a share. Such a distribution, calling for the equivalent of $12.50 a share on the present stock, is unlikely if $13.42 a share is the full measure of present earning power. The circumstances suggest that Pullman may be another corporation like National Biscuit, which immediately after a stock split-up discovered earning power not previously suspected by the general run of stockholders and not conspicuously displayed in its annual reports. But the stockholders, not unnaturally, would like to know.
>
> "Possibly the Pullman Co. believes that information of its affairs, like the use of its equipment, is for those in a position to command it. Or perhaps the long habit of inducing the traveling public to slumber under its care has by some obscure psychological process invaded its relations with its stockholders."

The proposed organization of the Pullman Company, when consummated according to the proposed plan apparently will result in an almost complete reversal of its present position.

Instead of being primarily a common carrier company, and as such subject to governmental regulation, owning the entire stock of a prosperous railroad equipment company, and certain other non-carrier assets and shares of stock, the new Pullman Company will be, not so much a holding company as an industrial company and holding company, combined, owning all the non-carrier assets of the present company and also two-thirds or more of the stock of the present carrier company, which evidently is to be continued.

The earnings of the common carrier properties will of course continue to be the principal source of revenue for some time to come at any rate, although better possibilities for the non-carrier properties under the new arrangement seem to be indicated by the statement that they can then "be utilized for the benefit of the stockholders of the Pullman Company more advantageously in broadening the scope of its corporate activities than can be done under the present corporate structure."

It has not been stated whether carrier assets of the Pullman Company will be revalued in connection with the reorganization, but the probabilities are that the capital stock will be increased, since the Pullman Company has always made a point of its conservative accounting. Here, too, there may be a change in dividend rate which would further benefit the stockholders.

The plan has not as yet been consummated and its effects are difficult to predict, but the outstanding changes and possibilities have been indicated.

ASA PHILIP RANDOLPH

SUBJECT FILE BROTHERHOOD OF SLEEPING
CAR PORTERS
St Louis Southwestern Regional
Zone Conference

Oct. 1943

[1943]

CONFERENCE SESSIONS AND SOCIAL AFFAIRS

◆

Sunday Afternoon, Oct. 24 ---------------- Mass Meeting
Booker T. Washington Auditorium
Principal Speakers:A. Philip Randolph
and M. P. Webster.

Monday, Oct. 25th ------------------------ Morning Session 10:00 AM
315 So. Rampart St.

Afternoon Conference Session 2:00 PM
315 So. Rampart Street.

Organization Meeting for Car Cleaners
8:00 PM - at 315 So. Rampart Street

(ALL DELEGATES URGED TO ATTEND)

Tuesday, Oct. 26th------------------------ Morning Conference Session
10:00 AM - 315 So. Rampart St

Afternoon Conference Session 2:00 PM
315 So. Rampart Street

Special Joint Social Honoring Visiting
Officers and Delegates - 8:30 PM at
Labor Union Hall.

Wednesday Oct. 27th-----------------------Morning Conference Session -
10:00 AM - 315 So. Rampart Street

Afternoon Conference Session
315 So. Rampart Street

Smoker Honoring Delegates and Officers -
8:30 PM at 315 South Rampart Street

AGENDA FOR THE ST. LOUIS SOUTHWESTERN REGIONAL ZONE CONFERENCE AT NEW ORLEANS, LA. OCT. 24 - 27, 1943

Sunday, Oct. 24th---------------------------------- Public Mass Meeting

MONDAY, OCT. 25

MORNING SESSION 10:00 A.M. (promptly)

Welcome Address ----------------------------- G. C. Garren, President
New Orleans Division

Notes:

Remarks --------------------------------- T. D. McNeal, International
Field Organizer and Chairman
of Conference

Notes:

Remarks:--------------------------------- A. Philip Randolph, Int'l.
President

Notes:

Remarks:--------------------------------- E. J. Bradley, 3rd Vice-Pres.
and Supervisor of Southwestern Zone

Notes:

Remarks: -------------------------------- M. P. Webster, 1st Vice-Pres.
and Chief Grievance Adjuster.

Introduction of Delegates -

MONDAY AFTERNOON SESSION 2:00 P.M.

SUBJECTS TO BE DISCUSSED:

I. ORGANIZATION OF NEW AND DELINQUENT PORTERS AND PROBLEMS IN CONNECTION THEREWITH.

a. Check seniority roster with membership; make separate list of paid up members, delinquent members and non-members from roster.

b. Give each member of Organization Committee certain number of names from delinquent and non-members to contact. Have reports made on contacts at intervals of not more than a week apart.

c. Have each member of Organization Committee get names and addresses of persons who are not members.

d. Have members of Organization Committee call on non-members and delinquent persons wherever possible.

e. Emphasis should be made upon Commissary men and Bus Boys wherever found.

Notes:

II. ORGANIZATION OF TRAIN PORTERS.

Notes:

III. ORGANIZATION OF PULLMAN CAR CLEANERS.

Notes:

TUESDAY, OCT. 26th

MORNING and AFTERNOON SESSIONS

DISCUSSION OF RULES OF THE CONTRACT

RULE 1. SCOPE.

RULE 2. RATES OF PAY.

Comments: Paragraph (h) - Applying progressive rates of pay.
a. Crawley case.

Notes:

RULE 3. BASIC MONTH.

RULE 4. SLEEP PERIODS.

Comments: a. Company can fix rest period between hours stated in rule. No rest time deductible for less than two hours. 8 hours rest on special trains; day time sleep on special trains.

b. How to handle entries for rest not obtained: Ask conductor to sign for rest not obtained. Do not argue if conductor does not sign it. Take same to superintendent for signature and if refused, then bring it to the Organization. Sleep time is regulated by the contract and not by individual superintendents.

Notes:

RULE 5. CREDITING DAYS IN ROAD SERVICE.
(This rule and the companion rule 6 are understood less than any other in the agreement. Every Delegate should be certain that he thoroughly understands the application of these rules before the discussion is ended.)

Notes:

RULE 6. CREDITING HOURS IN ROAD SERVICE

Notes:

RULE 7. DEADHEAD SERVICE.

Notes:

RULE 8. STATION DUTY.

Notes:

RULE 9. WITNESS SERVICE.

RULE 10. HELD FOR SERVICE.

Notes:

RULE 11. **CALLED AND NOT USED.**

Notes:

RULE 12. **RELEASE OF LESS THAN ONE HOUR BETWEEN TRIPS.**

Comments: **Make observation on Question and Answer.**

Notes:

RULE 13. **PAYMENT FOR DAYS CREDITED.**

Comments: **Extra men can compute time on daily basis unless hourly rate would produce a larger amount.**

Notes:

RULE 14. **PAYMENT FOR HOURS CREDITED.**

Comments: Time can be computed on daily basis if it produces a larger amount.

Notes:

RULE 15. PAYMENT FOR OVERTIME CREDITS.

Notes:

RULE 16. ADDITIONAL PAY WHEN USED ON LAYOVER OR RELIEF DAYS.
(Another widely misunderstood rule.)

Notes:

RULE 17. AVOIDANCE OF DUPLICATE PAYMENTS.

Notes:

RULE 18. **IN-CHARGE SERVICE.**

Comments: Collection of and responsibility for tickets.

Notes:

RULE 19. **INSTRUCTION PERIOD.**

RULE 20. **CLEANING INTERIOR OF CARS.**

RULE 21. **PAY PERIODS.**

RULE 22. **LAYOVERS IN REGULAR ASSIGNMENTS.**

Comments: a. Prerogative of the management to determine layover.

b. Runs away from home where men are dissatisfied with layover.

Notes:

RULE 23. LAYOVERS APPLICABLE TO INCOMPLETED REGULAR AND TO IRREGULAR SERVICE.

Notes:

RULE 24. DAYS OFF DUTY.

RULE 25. PERIODIC RELIEF IN OVERNIGHT RUNS.

Notes:

RULE 26. **PRORATING RELIEF.**

RULE 27. **BASIC SENIORITY DATE.**

Notes:

RULE 28.	SENIORITY ROSTERS.	Self-explanatory.
RULE 29.	DISTRICTS CONSOLIDATED.	"
RULE 30.	DISTRICTS DIVIDED.	"
RULE 31.	DISTRICTS DISCONTINUED.	"
RULE 32.	PERMANENT TRANSFER TO ANOTHER DISTRICT.	"
RULE 33.	RUNS TRANSFERRED TO ANOTHER DISTRICT	"
RULE 34.	NEW SERVICE ACQUIRED BY COMPANY.	"
RULE 35.	TEMPORARY TRANSFERS.	"
RULE 36.	EMPLOYES PROMOTED TO SUPERVISORY POSITIONS.	"
RULE 37.	EMPLOYES SERVING IN ORGANIZATION POSITIONS.	"
RULE 38.	CONTINUITY OF SENIORITY.	"

Notes:

RULE 39. **OPERATING SCHEDULES.**

Comments: It is the prerogative of the company to make schedules; rotation of cars.

Notes:

RULE 40. **ASSIGNMENT OF RUNS TO DISTRICTS.**

Comments: The facilities of the district and the number of extra employes in the district are matters of consideration in assignment of runs. Note definition in Questions 1 and 2 and Answers 1 and 2.

RULE 40. (Continued) -

Notes:

RULE 41. BULLETINING OF RUNS.

Notes:

RULE 42. RE-BULLETINING CHANGED RUNS.

Notes:

RULE 43. TEMPORARY DISCONTINUANCE OF AN ASSIGNMENT.

Notes:

RULE 44. RIGHTS OF DISPLACED EMPLOYES.

Notes:

RULE 45. SENIORITY, FITNESS AND ABILITY.

Notes:

RULE 46. OPERATION OF EXTRA EMPLOYES OUT OF HOME STATION.

Comments: Rule does not apply at an away-from-home station. Note exception to rule.

RULE 46. (Continued) -

Notes:

RULE 47. REGULATING NUMBER OF EXTRA EMPLOYES.

Notes:

RULE 48. REDUCING AND INCREASING FORCES.

Notes:

RULE 49. DISCIPLINE AND HEARINGS)
RULE 50. HEARINGS.) Grievance Rules.
RULE 51. WITNESSES, TESTIMONY AND RECORDS.)

Comments: a. Burden of proof on company to prove case.

b. Do not go into hearing unprepared.

c. Do not allow company to force you to hearing if time not sufficient; ask for continuance if necessary and if not granted, do not go to hearing. Notify company you are not ready, then get in touch with Zone Supervisor.

d. Do not wait until charges are filed to start preparing case. Instruct members when called upon to write statements that may lead to hearings, to report same to Organization at once in order that Organization might discuss preparation in event of hearing. Instruct members that when unusual incidents happen on car where employe is involved, get names of people if possible as witnesses in your behalf.

e. Grievance men should have one spokesman. Where members of grievance committee have questions or suggestions, they should be given to the member trying the case.

f. Charging an employe with an offense the second time.

g. Insist upon company presenting its case before letting employe answer questions.

h. When employe has written statement, see that evidence presented by him is in conformity with statement.

Comments: (Continued) -

i. If any question asked employe has no relation to the case or is designed to confuse employe and make him contradict himself, object to employe answering question and tell employe not to answer question.

j. If incidents develop in the hearing where additional information is necessary, ask for a continuance before presenting a defense.

k. Spotters cases.

l. Unidentified evidence.

m. All cases should be submitted to the Zone Supervisor for advice before hearing. Wherever possible, get corroborating evidence to support employe.

PROCEDURE IN FILING GRIEVANCES AGAINST COMPANY

a. Burden of proof on the Organization. Dig up all possible evidence and witnesses.

b. Charge (specific) must be filed within 30 days of occurrence. (full discussion)

PROCEDURE FOR FILING CASES WITH THE NATIONAL RAILROAD ADJUSTMENT BOARD:

a. Notice before Board must be filed within 30 days from date of final decision from Mr. Vroman.

b. Ex parte submission must be filed within 30 days thereafter.

c. Hearing before the Board is set anywhere from 30 to 60 days after submission is filed. (Both sides appear before hearing and argue case). Oral submission is read at hearing.

d. If Board deadlocks, case is referred to Referee.

e. Board requires 3 to 6 months to render final decision and in many instances it takes longer.

f. When case gets before Board, burden of proof is on the Organization to show: (1) That the penalty exacted is drastic, arbitrary, unreasonable and in abuse of the company's discretion. This showing must be manifested from the record of the case made in the hearing. The Board is not inclined to disturb action of management unless clear-cut violation can be shown.

g. Sample cases.

Notes:

RULE 52. **DATE OF SUSPENSION.**

Notes:

RULE 53. **APPEALS.**

Notes:

RULE 54. **REMANDING GRIEVANCES.**

Notes:

RULE 55. **APPLICATION AND DECISION IN WRITING.**

RULE 56. **RECORD CLEARED OF CHARGES.**

RULE 57. **CLAIMS -- APPLICATION AND INTERPRETATION OF AGREEMENT.**

Comments:

a. All claims should be sent to the Zone Supervisor for preparation. Claims must be filed within two years from time of happening.

b. All claims must be predicated on definite violation of the rules of the Agreement. It cannot be based upon such things as "it is unjust, harsh or unfair". The rules govern.

c. Sample claims.

Notes:

RULE 58. REPRESENTATION.

RULE 59. TIME AND PLACE FOR REPORTING.

Comments: Insufficient preparatory and release time.

Notes:

RULE 60. FAILURE TO REPORT.

Notes:

RULE 61. ABSENCE WITHOUT PERMISSION.

RULE 62. NOTIFICATION OF DISALLOWED TIME.

RULE 63. LEAVES OF ABSENCE.

RULE 64. COMMITTEEMEN.

Comments: Porter instructors.

Notes:

RULE 65. PERIOD OF PROBATIONARY EMPLOYMENT.

Comments: Probationary porters entitled to hearing but not entitled to appeal from decision.

Notes:

RULE 66. NO SHUT-DOWN NOR SUSPENSION OF WORK.

RULE 67. DURATION OF AGREEMENT.

WEDNESDAY, OCT. 27th.

CLOSING SESSION

GENERAL DISCUSSION OF TRAIN PORTER AGREEMENTS

Notes:

Comments from Delegates

Closing remarks by International Officers

Notes:

Adjournment

ASA PHILIP RANDOLPH

SUBJECT FILE — BROTHERHOOD OF SLEEPING CAR PORTERS

Southern Labor Conference

Apr. 1942

FOR A

CLEAR - SMOOTH SKIN

PRESTO
FACE CREAM
T. L. MILLER MFG. CO. N. O. LA.

BLEACHES — BEAUTIFIES

MAKES SKIN LIKE VELVET

Price 25c

★

PRESTO SKIN SOAP

is recommended to be used in connection with

PRESTO FACE CREAM

Price 25c

★

T. L. MILLER MFG. CO.

New Orleans, La.

Southern Labor Conference

SPONSORED BY

New Orleans Division

BROTHERHOOD
of
SLEEPING CAR PORTERS

AN INTERNATIONAL UNION

AFFILIATED WITH

THE AMERICAN FEDERATION OF LABOR

APRIL 19 TO 26, 1942

NEW ORLEANS, LOUISIANA

Theme of Conference "Winning the War for Democracy and Winning Democracy for the Negro"

BUY . . .

U. S. DEFENSE SAVING BONDS
and STAMPS

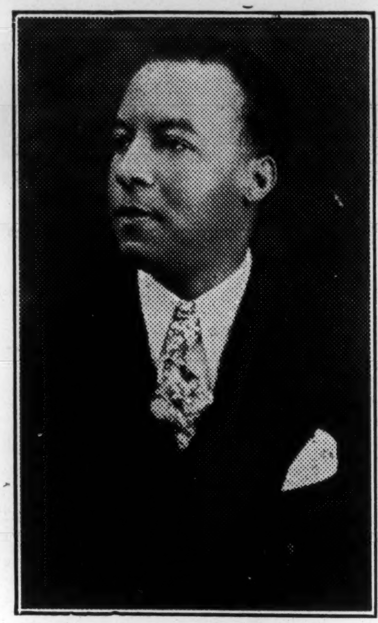
Meet Your Friends on the Mezzanine
Floor at the House of

Uncle Al

336 S. RAMPART STREET

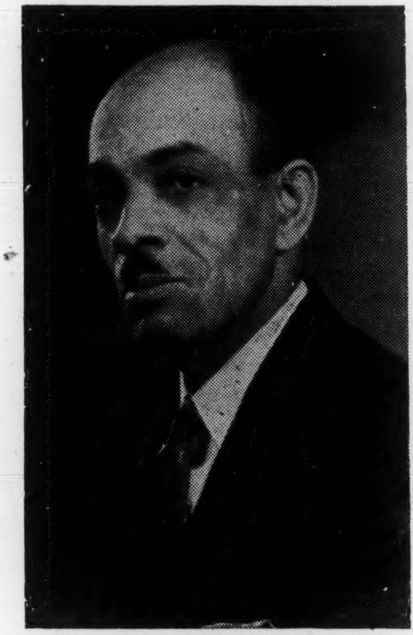
Where It Is Hard Not To Have A Good Time

INTERNATIONAL OFFICERS

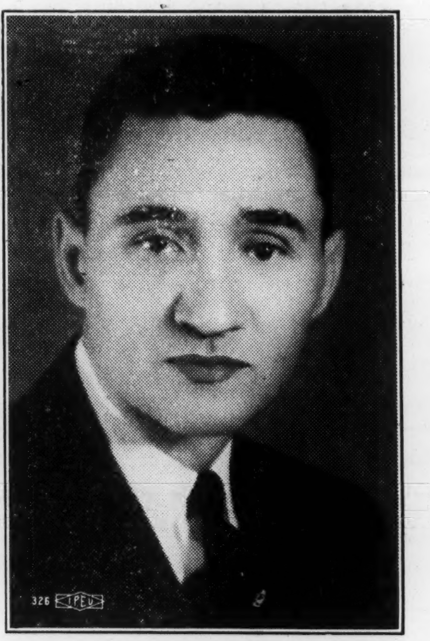


A. PHILIP RANDOLPH
International President
New York

M. P. WEBSTER
1st International Vice-President
Chicago, Ill.



E. J. BRADLEY
3rd International Vice-President
St. Louis, Mo.



T. D. McNEAL
International Field Organizer
St. Louis, Mo.

LEST WE FORGET

Seventeen years ago, the Pullman Porters of the nation, smarting under the exploitation of a powerful corporation, low wages, long hours and mistreatment, adopted the idea that if they would be free from such economic disadvantages, they must do something about them. Thus, in 1925 the Brotherhood of Sleeping Car Porters was organized.

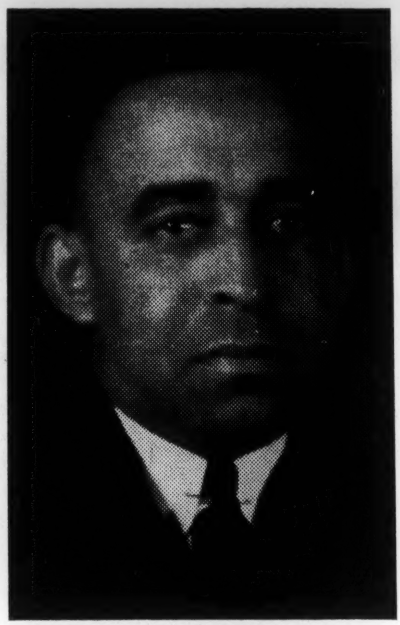
Since that time it has had seventeen years of hard and difficult struggle. During the first few years of this bitter economic battle, more than five hundred porters throughout the country lost their jobs because of their activities in the Brotherhood. These noble pioneers willingly and gloriously placed their economic lives on the altar of sacrifice in order that forty thousand members of porters' families might enjoy economic freedom. Such is the history of struggles for human rights throughout the world.

Today the Brotherhood is the recognized bargaining agent for all the Pullman porters, maids and attendants throughout the United States and Canada and of ninety-five per cent of train, chair car and parlor car porters. It controls contracts with carriers totaling more than $20,000,000 per year. It is an outstanding example of the capacity, will and spirit of our people to stand on their own feet, for the porters in the Brotherhood and the wives in the Auxiliary paid the price of their victory in money, privation, sweat, tears and blood.

Thus, on this occasion, the Brotherhood, proud of the honor and respect with which their courageous devotion to high principles has clothed them, dedicates this program to the five hundred men who laid down their economic lives in order that forty thousand of us might live in security and more abundantly. "Greater love hath no man——"

—T. D. McNeal

G. C. GARRAN
President Brotherhood of
Sleeping Car Porters
N. O. Division



C. M. LESTER
Secty.-Treas. Brotherhood of
Sleeping Car Porters
N. O. Division

ASTORIA HOTEL

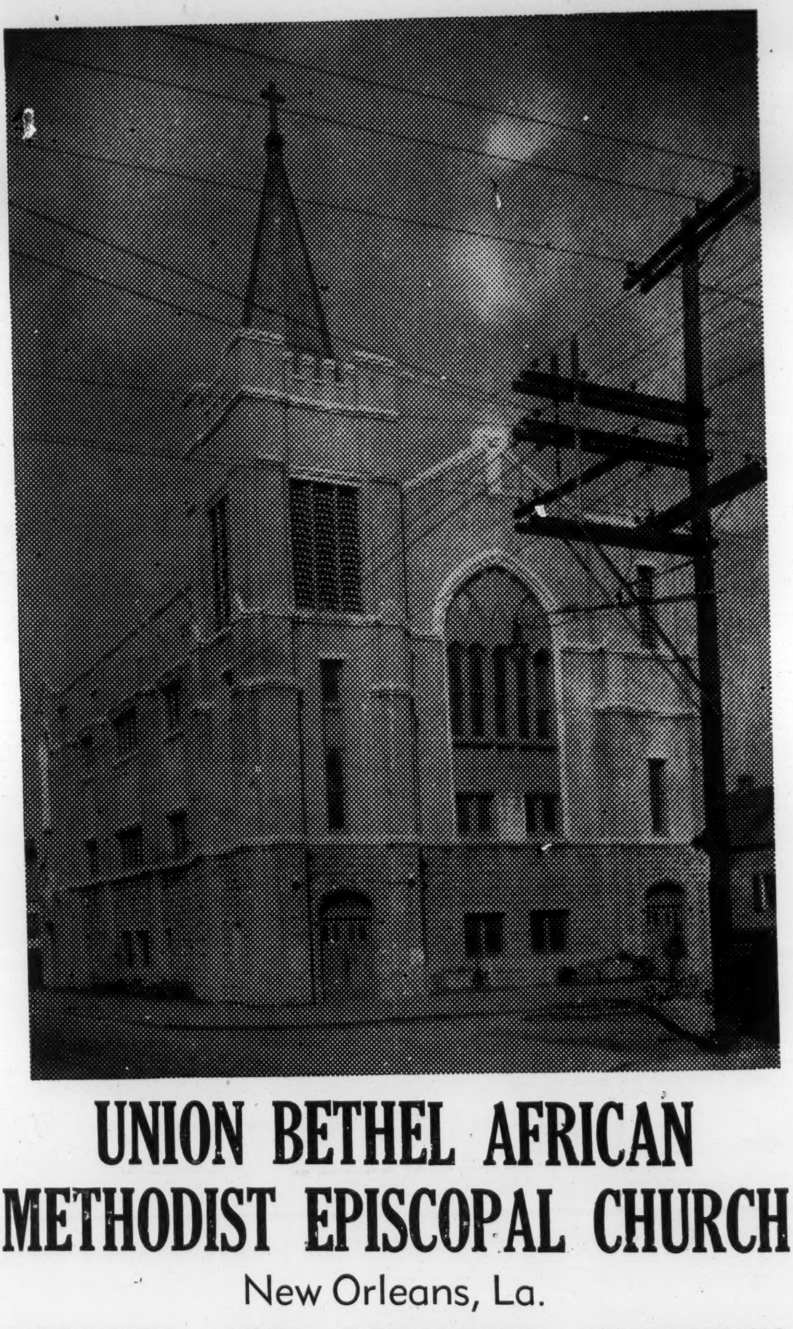
Operated by Local Colored Business Firm

Restaurant - - Club
and the Swanky "Tick Tock" Tavern

WE SERVE ONLY THE BEST
Open Day and Night — Modern Bar

235-37 S. Rampart Street

Phones MA. 7206-0410 **New Orleans, La.**



UNION BETHEL AFRICAN METHODIST EPISCOPAL CHURCH

New Orleans, La.

THALIA AND LIBERTY STREETS

●

H. THOMAS PRIMM, Pastor

PUBLIC MASS MEETING

Sunday Afternoon, April 19, 1942

2:30 P. M.

Union Bethel A. M. E. Church—Thalia and Liberty Streets

PROGRAM

MASTER OF CEREMONIES	G. C. Garran, President, New Orleans Local B. S. C. P.
NATIONAL NEGRO HYMN	Assembly
INVOCATION	Rev. J. B. Boyce
MUSIC	
WELCOME ADDRESS	Miss Beatrice Taylor
WELCOME ADDRESS	Dr. J. S. Clark, Southern University
MUSIC	
ADDRESS—"The Negro Worker, The Executive Order, and The Fair Employment Practice Committee"	Mr. M. P. Webster, First Vice-President, B. S. C. P. and Member Fair Employment Practices Committee
HOLD THE FORT	Assembly
ADDRESS"The Negro, The War and The Future"	Mr. A. Philip Randolph, International President, B. S. C. P.
BENEDICTION	Rev. H. Thomas Primm

Compliments of

Mt. Zion
Methodist Church

2517 Jackson Avenue

Dr. L. L. Haynes, Pastor

VISITORS ARE WELCOME

Compliments of

I. L. A. Union
No. 854

●

H. E. AUGUSTINE,
President

FRANK BALDWIN,
Financial Secretary

W. L. COBB, President ANNETTE G. HART, Secretary & Instructor

Neola Academy of Beauty Culture

REGISTERED

We Teach Everything in the Beauty Culture Line

1022 Gravier St., Cor. So. Rampart St., Upstairs

Phone MAgnolia 9148 New Orleans, La.

McLAIN'S STUDIO

"DISTINCTIVE PORTRAITURE"

ENLARGING—QUICK FINISHING

211 S. Rampart St. New Orleans, La.

MAgnolia 8990 MAgnolia 8990

Hoy Sun

Bar, Restaurant and Club

◆

610 S. Rampart Street New Orleans, La.

First Session - - Monday Morning, April 20th

Registration 9:30 o'clock

FIGHTING FOR THE RIGHT TO FIGHT IN ALL CATEGORIES OF THE ARMED FORCES FOR OUR COUNTRY AND DEMOCRACY.

10:00 A. M.

CONFERENCE CALLED TO ORDER BY PRESIDENT OF NEW ORLEANS DIVISION OF THE B. S. C. P.
G. C. Garran

INVOCATION..........Rev. H. L. Lang, Dean Union Baptist Seminary

INTRODUCTION OF DELEGATES..........G. C. Garran

KEYNOTE ADDRESS..........A. Philip Randolph

11:30 A. M.

ADDRESS—"Negro in the Army, Navy, Air Corps and U. S. Marines in the Past and Present"..........Rev. H. B. P. Johnson,
Instructor Music, Union Baptist Seminary

LEADER OF DISCUSSION..........Samuel Hoskins,
City Editor, La. Weekly

DISCUSSION BY ASSEMBLY

Gertrude Geddes Willis
Burial Ins. Service
Incorporated

2120-28 Jackson Ave.

Phones CAnal 2525-2526-2276

FRANK EARNEST
CLEANING, PRESSING and TAILORING
Work Called For and Delivered
1625 Tulane Ave.
MAgnolia 9924 New Orleans, La.

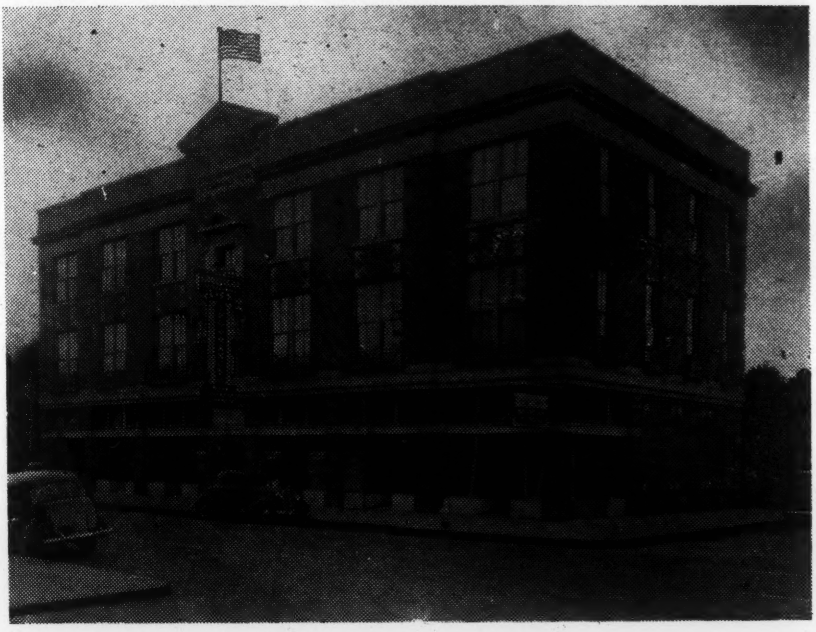
Vaughn's Shoe Hospital
For Those Who Want the Best
Joseph Vaughn, Prop.
Have Your Old Shoes Rebuilt
Save the Price of a New Pair
3101 Carondelet St. JAckson 0958

Master Auto Specialist
J. H. O'CONNER
General Repairing, Overhauling and
Rebuilding—Starting, Lighting,
Ignition, Generator
Fender and Body Work—Auto Refinisher
616 Saratoga St. MAgnolia 8460

LOUISIANA INDUSTRIAL LIFE INSURANCE COMPANY

2107 Dryades Street

New Orleans, La.



Home Office Building

◆

Capital Stock	**$ 50,000.00**
Assets Nearly	**$500,000.00**

◆

The "Louisiana" is the largest Negro owned and controlled life insurance company domiciled in the State. Employing more than 200 men and women of the Race. Anual payroll of more than $200,000.00. It maintains, intact, the full 100% of the Reserve on all of its Policies.

Since organization, the Company has paid to policyholders and their beneficiaries more than $2,500,000.00.
The "Louisiana" is owned and controlled by NEGROES.

◆

DR. RIVERS FREDRICK, President

Compliments of

W. C. MARINE

Representative

of

Falstaff

Brewing Co.

FOR QUICK AND EFFICIENT

SERVICE

CALL

V-8 CAB CO.

RAymond 7165 - 7166

Owned and Operated

by Colored

CHARLES LEWIS

Proprietor

ROSSONIAN HOTEL

Mile High City—Denver, Colo.

Headquarters for Denver Division B. H. S. C. Porters

Large, Clean and Light Rooms—$1.00 up

Bar, Private Hall for Special Parties and Restaurant

Street Cars from Depot to Hotel Door

27th and Wilson Streets

BRO. S. DAVIS, Mgr.

Best Wishes For Your Continued Success

Orchid Beauty Shoppe

2019 Jackson Avenue
CAnal 3330
"The Place to Stay Young"
LUCILLE J. BEAUREGARD, Mgr.

Dr. George B. Talbert

SURGEON DENTIST

2203 Dryades Street

JAckson 5498 New Orleans, La.

KNOWN FOR THE BEST TIES

JOS. PORTNOY

TWO GOLD FRONT STORES

1008 Canal Street

700 Canal St.

When in ALGIERS Visit

LOUIS KOHLMAN'S BEER TAVERN

FINE WHISKEY—WINE—BEER
Ladies Invited—Dancing

414 Homer St.

ALgiers 9290 Algiers, La.

Green Cottage Cafe & Bar

Specializing in Sandwiches of All Kinds
CHOICE WINES BEER AND LIQUORS
Private Dining Rooms

1937 Washington cor. Danneel

Herbert Simms, Prop. JAckson 9469

Haydel's Flower Shoppe

"Say It With Flowers"
FLOWERS FOR ALL OCCASIONS
Flowers and Service the Best

3730 S. Claiborne Ave. JAckson 1857

Moore's Chicken Shack -- Bar

Superior Fried Chicken—Sea Foods
Choice Wines, Beer and Liquors
All Kinds of Loaves and Sandwiches
BARBECUE

2725 Daneel Street

JAckson 9752 We Deliver

Compliments of

The Starlite Aid and Social Club

Mrs. W. M. Broadus, Pres.
Mrs. B. Williams, Vice-Pres.
Mrs. B. H. Snype, Rec. Secty.
Miss T. Brown, Fin. Secty.
Mrs. M. Gaines, Treasurer

Second Session - - Monday Afternoon, April 20th

2:30 P. M.

ADDRESS—"Why Totalitarianism of Hitler, Mussolini and Hirohito is a Menace and Democracy a Promise to the Negro and Minority Groups........................John P. Corcoran,
Instructor, Xavier University

LEADER OF DISCUSSION........................A. B. Meneliks

DISCUSSION BY ASSEMBLY

Strudwick Fair Service Insurance Co., Inc.

Protect Yourself with a Burial Policy

Serviced by

Strudwick Funeral Home Inc.

1222-28 S. Claiborne RA. 2397-98

Best Wishes to Mr. Randolph
May God Ever Lead Him and His Efforts

Willie Funeral Home

J. T. Willie, Mgr.
J. H. Willie, Asst. Mgr.

J. PARKER

THE LADIES' AND GENTS' TAILOR
Also Alterations of All Kinds Neatly Done
Tailored to Fit Insures You
Clothes Satisfaction

1424 S. Prieur St.

RAymond 2912 New Orleans, La.

The Shoe Re-Newery

"We Specialize in Invisible Half Soling"
HATS CLEANED—BLOCKED
Cash and Carry Laundry Service

205 S. Rampart St. MAgnolia 8953

THE NEW

PATTERSON HOTEL

40 Rooms - - Modernistic

802½ S. Rampart St.
CORNER JULIA

One Block from I. C., Union and L. & A. Railway Stations

J. R. PATTERSON
36 Years of Business Experience and Successful Service
LEONARD HOWARD, Secy.-Treas.

New Orleans' Finest, Largest, Oldest Colored Hotel

CLEAN ROOMS **MAgnolia 0422** **HOT WATER**

AUdubon 5240-9238 **We Deliver**

Paul Gross'
"Chicken Coop"

Cor. Bienville and N. Roman

The place where you may bring any member of your family at any time. Booths, Tables, Private Dining Room

Hot Meals, Chicken, Short Orders, Sea Food in Season, All Kinds of Mixed Drinks — Curb Service

BARBECUE

OPEN 24 HOURS A DAY
Ladies' Entrance

We Extend Congratulations to Members of the **BROTHERHOOD of SLEEPING CAR PORTERS** upon their forthcoming conference

Keystone Life Insurance Company

Our Fastest Growing Institution

2107 Dryades St.
New Orleans, La.

●

LEO S. BUTLER, Pres.
A. V. GERMAN, Sec'y. & Gen. Mgr.

Greetings and Best Wishes

FLINT - GOODRIDGE HOSPITAL OF DILLARD UNIVERSITY

GROUP HOSPITALIZATION PLAN

Hospital Care For 1c A Day

Welcome to

St. Luke Episcopal Church

Rev. J. B. Boyce, Rector

In Memory of a Deceased Brother

John Donaldson

Mrs. John Donaldson, Wife

In Memory of a Deceased Brother

Octave Silvau

Luberta Silvau, Wife
B. M. Armstrong, Sister

Compliments of

Gayle's Music and Book Store

310 Saratoga St.

Compliments of

Miss Zenobia E. Lockett

2506 LaSalle St.
CHestnut 3340 FRanklin 0908

Compliments of

Mrs. J. W. Odom

PRACTICAL NURSE
1881 N. Rocheblave St. FR. 4590

Harold J. Belcher

CABINETS MADE TO ORDER
1110 Odeon St. ALgiers 1428

Compliments of

Mr. & Mrs. E. D. Nixon

Montgomery, Ala.

Zibilich Restaurant

"JUST LIKE HOME"
3750 S. Claiborne Ave.
CHestnut 7333 We Deliver

The Perfume Lady

E. B. Smith

Expert Watchmaker and Jeweler
621 S. Rampart St.

Compliments of

Geddes & Richards

2715 Danneel St.

Compliments of

Chas. J. Fisher

Ladies Tammany Social Aid and Pleasure Club

O. Dwight

Agent Jefferson Bottling Co.
9226 Nelson St. WAlnut 1317-J

Viola Adkins

BEAUTY SALON
2134 Louisiana Ave. JAckson 2760

EAT

Kohlman Salted Peanuts

In the Machines
Owned and Operated by Colored
CRescent 5390

Compliments of

OMAHA INN

Fine Wines and Liquors

RAILROAD MEN'S
HEADQUARTERS

317 S. Rampart St.

Established 1860

**PRATTS
RESTAURANT**

Seafoods

Wines and Liquors

1017 Howard Avenue

ELITE RESTAURANT AND BAR

JOHN C. BORDES, Prop.

120 S. Rampart Street

Phone MAgnolia 5594 New Orleans, La.

Capital Stock $25,000.00 Fully Paid

**Standard Industrial Life Insurance Co.
of Louisiana, Inc.**

WHOLE LIFE, SICK AND ACCIDENT POLICIES

Perfect Insurance Protection

Home Office: 1530 N. Claiborne Avenue

Phone FRanklin 4132 New Orleans, La.

Third Session - - Monday Evening, April 20th

8:00 P. M.

CHAIRMAN—F. E. Delpit, President and Business Agent
Carpenters' Union

ADDRESS—"Trade Unions, The Negro Worker and Employment Opportunities in Defense"..........Mr. M. P. Webster,
1st Int'l Vice-President B. S. C. P., and Member of
President's Fair Employment Practices Committee

LEADER OF DISCUSSION..........T. D. McNeal,
International Field Organizer, B. S. C. P.

MAgnolia 6255 New Orleans

Jimmy, The Tailor

Salesman for HARRY HYMAN
TAILORS TO THE TRADE, INC.
Suits Made to Fit Individual Measure
Alteration—Repairing—Relining

2927 Magnolia St. CHestnut 3552

BERNARD SCHNEIDER

PLUMBING AND HEATING

"Better Service"

2016 BARONNE ST.

Foster's Chicken Den

HOME COOKED FOOD
Sandwiches of All Kinds
Oysters Served Any Style
Specializing in Fried Chicken
3328 LaSalle St.
JAckson 9200 Free Delivery

City Liquor Co., Inc.

We Sell All Brands of
WINE—WHISKEY—GIN
Jackson and Dryades Sts.
Free Delivery CAnal 3355

Compliments of

The Plum Room
134 S. Rampart St.

Lucky Star Inn
1300 Dumaine St.

Victory Industrial Life Insurance Company
of Louisiana

Incorporated Under the Laws of Louisiana, 1927

Home Office: 2019 Louisiana Avenue

Phone CHestnut 2424 New Orleans, La.

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers Local Union No. 270

Mr. Green's Place
FINE WINES AND LIQUORS
All Kinds of Sandwiches
Our Slogan is to Please U
318 S. Rampart St.

Compliments
SAM BONART
THE MEN'S STORE
Corner South Rampart and Poydras

Compliments of

Dr. J. M. Epps

La. Ins. Bldg.

Compliments of

Dr. Rivers Fredricks

La. Ins. Bldg.

Compliments of

Dr. R. J. Vining

La. Ins. Bldg.

Raleigh J. Coker, M.D.

Res. Phone RA. 0989

Office: AL. 1227-J MA. 2197

Dr. K. L. Douglas

DENTIST

720 N. Claiborne Ave. MA. 1597

Dr. Eagan Optical Clinic

Louisiana Life Ins. Bldg.

MAgnolia 6900

Dr. Herbert C. Blanks

PRACTICE OF DENTISTRY

721 N. Claiborne Ave.

CRescent 6933 FRanklin 0080

Dr. E. T. M. Devore

DENTIST

2235 Dryades Street CAnal 1283

Dr. H. P. Wheeler

PHYSICIAN AND SURGEON

La. Ins. Bldg. JAckson 3269

The Dentist !

Dr. S. P. Robertson, M.D., D.D.S.

538 S. Rampart St. RAymond 3424

Compliments of

Dr. Logan Horton

Eye, Ear and Nose Clinic Hospital

Compliments of

Dr. W. J. Weeks

UROLIGIST

Louiisana Building

Compliments of

Dr. & Mrs. A. W. Brazier

Compliments of

**Dr. & Mrs.
C. H. D. Bowers**

Compliments of

Dr. & Mrs. J. D. Hayes

Compliments of

Dr. N. R. Davidson

PELICAN and BRADEN CAB

RA. 3624 **MA. 7206**

235 S. Rampart St.

LENA'S EATERY

Fine Foods To Your Taste

Catering For All Occasions

LUNCHES—DINNERS—BANQUETS

Lena M. Richard, Prop.

Mr. Joe Joseph, Mgr.

2720 LaSalle St. **JA. 9401**

PERFECT TAILORS

FOR MEN OF GOOD TASTE

706 Canal Street **New Orleans, La.**

Compliments of the

New Orleans Branch

National Alliance of Postal Employees

MORRIS MUSIC HOUSE

Morris H. Karnofsky, Prop.

FISHING TACKLE

BAND INSTRUMENTS & ACCESSORIES

168 S. Rampart St.

MAgnolia 4927 New Orleans, La.

THE AMBASSADOR DINING ROOM

636 S. Rampart St.

Bottle Beer, Cold Drinks, Ice Cream,
Cigars and Cigarettes

Chicken and Oyster Loaves.

Sandwiches of All Kinds

A. CANTEY, Prop.

Phone MAgnolia 0589

Member of B. S. C. P.

Fourth Session - - Tuesday Morning, April 21st

10:30 A. M.

ADDRESS—"Housing and the Negro"..................George Washington,
N. O. Housing Project

LEADER OF DISCUSSION..................Prof. L. D. Crocker,
Principal, J. W. Hoffman School

DISCUSSION BY ASSEMBLY

11:30 A. M.

ADDRESS—"The Negro Woman and the War"
Mrs. N. F. Williams, President, Ladies' Auxiliary, B. S. C. P.

LEADER OF DISCUSSION..................Mrs. Esther Saul Johnson

DISCUSSION BY ASSEMBLY

Compliments of
BOUTTE'S PHARMACY
2536 S. Galvez St.
JAckson 1000

JOSEPH P. GEDDES
2826 Danneel Street
CHestnut 5829 New Orleans, La.

Compliments of
The Little Savoy Cafe
WE SERVE ONLY THE BEST
Bob Williams, Prop.
411- N. 17th St., Birmingham, Ala.
R. Watkins, Pres.

Dr. R. E. Fullilove, Jr.
3002 DANNEEL ST.
JAckson 2425
SPECIALIZING IN UROLOGY

Greetings from the

Birmingham Division of Brotherhood of Sleeping Car Porters

R. Watkins, Pres.
F. Howard, Sec.-Treas.

Compliments of

Atlanta Division of Brotherhood of Sleeping Car Porters

Thomas W. Culpepper, Pres.
M. F. Chappell, Sec.-Treas.
R. G. Williams, Chrm. Ex. Board

We Are Behind

Bro. A. Philip Randolph

One Hundred Percent
M. H. Henry, Pres.
PITTSBURGH LOCAL

Kansas City Division Brotherhood of Sleeping Car Porters

R. Norman, Pres.
D. H. Dobbins, Sec.-Treas.

Compliments of

Baltimore Division of Brotherhood of Sleeping Car Porters

320 N. Calhoun Street

Baltimore, Md.

Fraternal Greetings and Best Wishes
with Continued Success from
Officers and Members

Fort Worth Division

F. Ragsdale, President
S. Graham, Secty.-Treas.

Compliments of

Jacksonville Division of Brotherhood of Sleeping Car Porters

Office Address, 823 Davis St.
Jacksonville, Fla.
S. L. Bennet, Pres.
J. W. Darby, Secty.-Treas.
Slogan "Every Porter 100% Brotherhood"

Greetings from the

Chicago Division Brotherhood of Sleeping Car Porters

To Their Brothers in New Orleans

M. P. WEBSTER

Chairman International Executive Board

SOUTHERN LABOR CONFERENCE COMMITTEE CHAIRMEN

C. J. PHARR
Mass Meeting Committee

BENJ. SNYPE
Souvenir Program Committee

ROBT. BELL
Dance Committee

J. J. JOHNSON
Banquet Committee

Annual Spring Dance

Auspices

Brotherhood of Sleeping Car Porters

Tuesday, April 21, 1942
10 'til 2

Rhythm Club

Sidney Desvigne's Orchestra

Admission 50c

Testimonial Banquet

HONORING:

A. PHILIP RANDOLPH
President

MILTON P. WEBSTER
First Vice-President

T. D. McNEAL
Field Organizer

Brotherhood of Sleeping Car Porters

RHYTHM CLUB

Thursday, April 23, 1942
9:00 P. M.

Per Plate $1.00

Compliments and Best Wishes

Douglas Life Insurance Company

An Institution founded on Sound Business Principles and Dedicated to the Service of Building Family Security for its Fellowman

Home Office - - 2203 Dryades Street

Fifth Session - - Tuesday Afternoon, April 21st

2:30 P. M.

ADDRESS—"Negro Youth and the Way"..............Raymond Tillman,
Southern Youth Conference

LEADER OF DISCUSSION..................Alvin Jones, Xavier University

DISCUSSION BY ASSEMBLY

4:00 P. M.

ADDRESS—"The Negro's Interest in Maintaining Labor and Social Gains with a View to the Peace and a New Order Following the War"....................Benjamin Quarles, Dillard University

LEADER OF DISCUSSION...Rev. L. L. Haynes,
Pastor, Mt. Zion M. E. Church

DISCUSSION BY ASSEMBLY

LEE THE HATTER

Panama & Leghorn Hats Made to Order

HATS AND CAPS
CLEANED AND BLOCKED

We Give The Genuine Bleach
to Panama Hats

2923 Magnolia St.

JAckson 9766 New Orleans, La.

Paddio Photo Studio

HIGH GRADE PORTRAITURE

Photographic Enlarging
Kodak — Kodak Finishing

2113 Dryades St.

MAgnolia 8402 New Orleans, La.

Telephone CAnal 1777

FAURIA

AWNINGS—VENETIAN BLINDS

"Made in New Orleans"

1216 Royal St. **New Orleans**

JAckson 9677 Open 24 Hours

Hayes' Chicken Shack

"Where You Get That Good Old
SOUTHERN FRIED CHICKEN"

1936 Louisiane Ave. **New Orleans**

NOLA SERVICE STATION

1930 MELPOMENE STREET

MAgnolia 9041

BELFIELD'S PHARMACY

QUALITY — SATISFACTION — SERVICE

1830 St. Bernard Avenue

Phone FRanklin 6477 New Orleans, La.

AMERICAN BEAUTY SALON

211 S. Rampart Street

MAgnolia 9247

Compliments of

DR. & MRS. WILLIAM R. ADAMS

4925 Freret Street

Office 2107 Dryades St. Hours 3 to 5 and 7 to 8 P. M.

O. C. GRIFFIN

GROCER

2600 Congress Street **Phone FRanklin 9189**

ANGELO GAMBINO

DEALER IN IMPORTED AND DOMESTIC LIQUORS

2701 Danneel Street **We Deliver** **Phone JAckson 9113**

LOUISIANA DRUG STORE

PRESCRIPTION SPECIALIST

2139 Louisiana Avenue Corner Loyola

Phone CHestnut 6219 New Orleans, La.

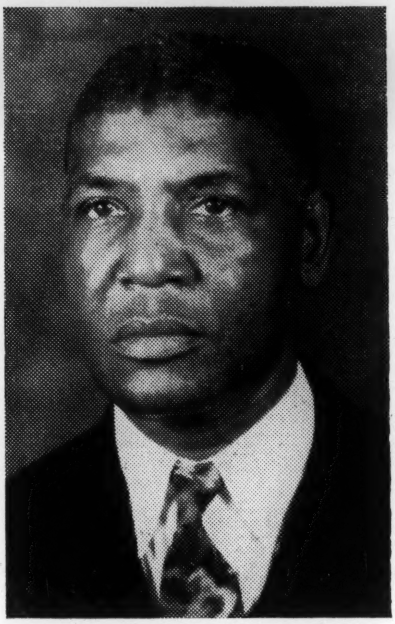
SERVICE SHOE HOSPITAL

PAUL LOMBARDINO, Prop.

3501 Magnolia Street **Phone JAckson 2556**

SOUTHERN LABOR CONFERENCE
ASST. COMMITTEE CHAIRMEN

N. F. WILLIAMS
Asst. Chairman
Mass Meeting Committee



J. WILLIAMS
Asst. Chairman
Program Committee

C. H. EUGENE
Asst. Chairman
Dance Committee

Welcome B. S. C. P.

RHYTHM CLUB

3000 Jackson Ave.

●

April 19th

EARL HINES

ORCHESTRA

●

April 26th

LUCKY MILLINDER

ORCHESTRA

●

Advance Sale - - - - 80c
At the Door - - - - $1.15

Katie's School of Beauty Culture

2109 Dryades Street

La. Insurance Bldg.

MAgnolia 0288

"Where Beauty Culture is Taught, Not Talked About"

LOUISIANA OWNED
Katie E. Whickam, Owner and Manager

Reasonable Terms

APEX PRODUCTS

EVENING CLASSES

BUY DEFENSE STAMPS

Compliments

MAX BARNETT FURNITURE CO., Inc.

New Orleans

Welcome **Messrs. Randolph, Webster, McNeal,** to New Orleans

ST. JOHN FOURTH BAPTIST CHURCH

C. CHARLES TAYLOR, Minister

2434-36 First Street **Phone GAlvez 1317**

DEJOIE'S CAB SERVICE

24 HOURS INSURED SERVICE

Call JAckson 5877

Drs. CHERRIE and SEGUE

2232 Dryades Street

Ernest Cherrie, M.D.
JA. 5245

Taylor Segue, D.D.S.
JA. 2293

SOUTH SIDE SHAVING PARLOR

C. R. HARRY, Prop.

TONSORIAL ARTISTS DEPENDABLE SERVICE

2504 LaSalle Street **New Orleans, La.**

THE CIVIC AGENCY

LOANS $20.00 to $300.00

BEST LOAN PLAN IN TOWN— LOW RATES

544 Camp Street **New Orleans, La.**

With Best Wishes

PILGRIM REST B. C. No. 2

1211 LaSalle Street Rev. John Seymour Duncan, Minister

Compliments of

EMANUEL F. LLOPIS

MRS. GENEVA LLOPIS STROTHER

MRS. M. R. ALEXIS

FANCY GROCERIES AND NOTIONS — PAN-AM GAS AND OILS

P. O. Box 23 **Vacherie 2105** **Vacherie, La.**

GOOD CITIZENS
LIFE INSURANCE COMPANY
COMPLETE INSURANCE PROTECTION
RAymond 6533

Lincoln Club and Billiard Parlor
Exclusively For Colored
All Kinds of Amusements
2139 Washington Avenue, near Loyola

GREETINGS B. S. C. P.
HORTMAN'S TONSORIAL PALACES

1016 Gravier Street
MAgnolia 9742

237 S. Rampart Street
MAgnolia 0410

A SURE WAY TO GET RID OF THE BLUES—COME TO THE
SUNSET GRILL
COCKTAIL LOUNGE AND BAR
Streamline—Modernistic—Up-to-Date
Howard Ave. at Rampart St.
Phone MAgnolia 0231
New Orleans, La.

Ernest Cross'
Rainbow Chicken Shack
Dance—Dine—Drink
Delicious Fried Chicken and Bar-B-Q
Cor. Louisiana and S. Robertson St.
Free Delivery Phone JAckson 9372

Compliments of
Poro Beauty Shoppe
2219 Dryades Street
Rear of Barber Shop
Modern—Efficient
For Appointments Call CAnal 3245
Mrs. Mada Porter Kennedy, Mgr.

DIX'S BARBER SHOP
SEVEN BARBERS TO SERVE YOU
Visit That Friendly Shop
313 S. Rampart Street

NICK CORRENTTI
POOL ROOM, BAR AND RESTAURANT
2500 Danneel Street

PICONE'S LIQUOR STORE
SELECTED WINES, LIQUORS AND CORDIALS
Louisiana Ave. at LaSalle St.
Phones JAckson 2491—9788 Free Delivery

PULLMAN BAR AND GRILL
Choice Wines and Liquors Served Steaks and Chops
SOUTHERN FRIED CHICKEN OUR SPECIALTY
28-11 Jackson Avenue, Long Island City, N. Y. **IRonsides 6-9459**

Camille's
Beauty Salon
Camille Davenport, Prop.
1918 Louisiana Avenue
JAckson 9585

Compliments of
Jackson Liquor Store
Vincent Berbiglia, Prop.
1833 Jackson Avenue
MAgnolia 7900 Free Delivery

Copper Beer Tavern

724 Homer St.
Algiers, La.

Turk's Cash Grocery

2826 Upperline Street
UPtown 9049

Compliments of

Mrs. Viola Johnson

BEAUTY PARLOR
1522 Monroe St. WAlnut 2902-W

M. P. Lombard

ICE, WOOD AND COAL
General Hauling
1132 Vallette St. ALgiers 1819-W

In Memory of the Deceased

A. E. Wilson

by Mrs. A. E. Wilson Herbert

Ladies Delachaise B. M. A. A.

Mrs. B. Ellen Blanton, Pres.
Mrs. H. M. Bryant, Rec. Secty.

Compliments of

Jackson Cleaners

CAPABLE PRESSERS
2215 S. Robertson St.

Compliments of

Mr. Case Muller

2101 S. Liberty St.

Evangeline Beauty Shop

ALL TYPES OF BEAUTY WORK
Mrs. E. Stewart

Gordons, Inc.

JEWELERS AND OPTICIANS
930 Canal St.

Dixie Market & Grocery

Fresh Vegetables and Sea Foods
4901 Magnolia St. UPtown 9340

R. & F. Cash Grocery

1900 St. Ann Street
FRanklin 9177

Compliments of a Friend

Cantone

Compliments of

A Friend

Compliments of

Rosenberg's Dept. Store

CHestnut 1191

Patronize

Our Advertisers

Johnny's Music House
Anselmo Bros.
Records, Needles, Etc.
Radios and Phonographs
WE RENT PHONOGRAPHS
222 S. Rampart St. **RAymond 5770**

Southsider's Cafe and Bar
Uncle Dan, Mgr.
Red Baptiste — Allen James, Prop.
Fine Whiskies, Wines and Beer
2529 LaSalle Street
Open All Night JAckson 9594

H. ROSENBERG FURNITURE CO.
"THAT FRIENDLY STORE"
1817-1825 Tulane Avenue
Phone MAgnolia 1358 New Orleans, La.

JAMES JINKINS
Cadiz and S. Robertson Sts.
Phone WAlnut 9141 Phone UPtown 9785

When in Doubt as to Where to go—
VISIT
FERD. PICHON
At Lapeyrouse and N. Johnson
The Finest of Wines and Liquors Served
Also Choice Mixed Drinks
CRescent 9206

With SOME Electrical Contractors, a
First Class Job Would Be An EVENT.
With ME, it is a HABIT
J. F. McKAY
ELECTRICAL CONTRACTOR
8719 Edinburgh St. **GAlvez 7747**

FREDERICK TAILORS
For a Square Deal See C. P. Rogers
Suits Tailored to Measure
Clothing and Furnishings
174 S. Rampart St.
MAgnolia 7826 New Orleans, La.

ELLEN'S INN
WE SPECIALIZE IN QUALITY FOOD
Bar B-Q Pork, Bar B-Q Chicken
Half Chicken Loaf
Sandwiches of All Kinds
3934 Thalia St. **RAymond 2435**

THE LITTLE CREOLE

COMFORTABLY FURNISHED ROOMS
Permanent and Transient
Hot and Cold Water in All Rooms
Mrs. Pauline Gould, Prop.
678 Third St., ½ Block from S. P. Depot
Phone EXbrook 7209 San Francisco

MA. 3661

ASTORIA CAB SERVICE

FINEST CABS SOUTH

New Orleans, La.

BIG 25 CLUB

135 Crozat St.

MISS ANNA JONES, Bar Maid
ABE JACKSON,
City's Most Popular Mixologist

Pleasant Hour Beauty Shop

Mrs. Oliva Ford, Prop.
Mrs. Leona Reese, Operator

2628 LaSALLE STREET

Phone JAckson 6669

TRUCK OWNERS SERVICE STATION

WRECKING SERVICE
GAS—OIL—GREASING
2620 S. Claiborne Ave. JA. 9733

Compliments of

WHITE BROS. CO.

CREDIT JEWELERS
OPTICIANS
624 Canal Street

NOTICE

SPECIAL BROTHERHOOD MEETINGS FOR PORTERS AT 1 P. M. DAILY, APRIL 22 THROUGH APRIL 25 AT 315 S. RAMPART STREET

Speakers:

A. PHILIP RANDOLPH　**M. P. WEBSTER**　**T. D. McNEAL**

SOUTHERN LABOR CONFERENCE COMMITTEES

MASS MEETING COMMITTEE

C. J. Pharr
N. F. Williams
E. J. Thompson
C. S. Gauff
F. O. Lavigne
C. M. Lester
J. W. King
E. L. Stanley
W. Tucker
C. J. Hill
R. E. Bush
H. Jamison
C. R. Collins
R. Ellis
S. M. McMillon
O. LeBlanc
L. H. Parker

PROGRAM COMMITTEE

Benj. Snype
Robt. Bell
Jesse Johnson
Hy. Dorsey
F. O. Lavigne
Bob Harrison
J. Williams No. 3
E. L. Edwards
Chas. Eugene
Jos. Harrison

DANCE COMMITTEE

R. Bell
C. H. Eugene
L. Abney
Bob Harrison
C. M. Lester
J. A. Smith, Sr.
E. J. Small
H. R. Parker

BANQUET COMMITTEE

J. J. Johnson
Jos. Harrison
Joseph King
C. R. Collins
W. M. Broadus
L. Weston
C. J. Hill
V. O. Duncan
J. S. Duncan
S. McMillan
S. Davis
Jos. Geary
O. LeBlanc
D. H. Pourciau
A. W. Bass
Mrs. Wm. Broadus
Mrs. G. Fisher
Mrs. J. J. Johnson

Notes

Notes

DUPLAIN RHODES BURIAL AND SERVICE PROTECTION INSURANCE

Main Office:

2616 S. Claiborne Avenue

'Phone JAckson 3926

Protection For The Entire Family

Doctor and Medicine

Complete Burial and Ambulance Service

Don't Gamble with the Happiness of Your Loved Ones. Insure Today, with

DUPLAIN RHODES BURIAL AND SERVICE PROTECTION INSURANCE

'Phone JAckson 3926

AND LET OUR AGENT CALL ON YOU

INSURANCE FOR THE ENTIRE FAMILY

Insure and Be Secured

WITH

PEOPLES
PERFECT
PROTECTION
POLICIES
PAYING
PROMPTLY

THE PEOPLE'S INDUSTRIAL LIFE INSURANCE COMPANY

of Louisiana

901-3 N. Claiborne Avenue

FRanklin 7171 New Orleans, La.

◆

JAMES LEWIS, JR.	President
DR. J. S. CLARK	Vice-President
H. J. CHRISTOPHE	Secretary-Treasurer
DR. E. CHERRIE	Medical Director
DR. R. M. BARANCO	Medical Director

ASA PHILIP RANDOLPH

SUBJECT FILE BROTHERHOOD OF SLEEPING CAR PORTERS

1st Triennial Convention

28th Anniversary

1953

①

THEME: OPERATION: WORKERS' EDUCATION TOWARD CONSTRUCTIVE TRADE UNION ORGANIZATION

CALL

to the

FIRST TRIENNIAL CONVENTION

and

TWENTY-EIGHTH ANNIVERSARY

of the

BROTHERHOOD OF SLEEPING CAR PORTERS

October 4-9, 1953

Los Angeles, California

June, 1953

To the Officers and Members of the Brotherhood of Sleeping Car Porters

GREETINGS:

You are hereby notified that, in accordance with the Constitution and General Laws of the Brotherhood of Sleeping Car Porters, the First Triennial Convention of the Brotherhood of Sleeping Car Porters will be held in the Elks Home, Los Angeles, California, beginning 9:30 A.M., Monday, October 5, 1953, and will continue in session from day to day until the business of the Convention shall have been completed.

- - - -

This Call to the First Triennial Convention is proclaimed at an hour when the world is besieged, battered and bewildered by a cold, ideological war, which may, by the slightest incident, be transformed into a hot, atomic, hydrogen war of incalculable devastation and ruin.

If the moral order collapsed and atomic warfare should come upon the world, another Dark Ages may not be far behind.

Verily, the aftermath of World War II constitutes a continuing, sharpening and deepening crisis of fearful proportions and ominous and forbidding tensions.

With civil wars and revolutions sweeping the world; with Western democracy and Russian totalitarianism embattled at Armageddon; with the world of color awakened and aroused, and in the flames of rebellion against the oppression and hate of white supremacy, one is persuaded to ask of modern man, "whither doth thou trend?"

Labor, black and white, Jew and Gentile, Catholic and Protestant, have a vital stake in these great, stupendous and violent world changes, the catastrophic or beneficent effects of which none can escape or, perhaps, forsee.

Labor has a stake in the resettlement and stabilization and pacification of Europe through the former Marshall Plan, now the Mutual Security Plan, which releases forces for the reconstruction and restabilization of the economic, political and social institutions that provide the basis for the growth and development of democracy and freedom and economic security.

Labor has a stake in the continued existence, growth, work and strength of the United Nations which may become the foundation of a World Government of cooperation and peace. No agency today merits greater support because of its great contribution to the cause of world peace than the United Nations.

Labor has a stake in the North Atlantic Treaty Organizations to guard and protect the democratic countries from totalitarian aggression by the Kremlin.

But, though the Mutual Security Administration and the North Atlantic Treaty Organization may provide economic sustenance and also give assurances of protection to weak governments of Europe against the sinister and violent machinations of international Communism and Fascism, Europe and the world need more than that. They need a program of high moral purpose to supplement and complement material and military support.

With a guarantee of free, moral and spiritual expression to the peoples of Europe and the world, free from coercion or intimidation into acceptance of political dogmas and ideologies either from the right or left, a new Europe, a new Asia, a new Africa and a new Americas, will march forward with dignity, security and hope.

The threat of another war between the East and the West, in which the atomic bomb and modern scientific, destructive warfare may be used, and with the growth of the theories of Nazi racialism in Europe and America, and the growing forces of reaction everywhere, such as the McCarran Act and the Taft-Hartley Act, the workers of America face the necessity of undergirding themselves with the unity of the labor movement in which there will be no separate A.F. of L. and C.I.O., but only one comprehensive labor federated body represented by the

American Federation of Labor, regenerated and reoriented to militant, progressive, political and industrial action for democracy, peace and human dignity.

Labor in the United States must free itself of the corrosive influences of Communism and Communists, the one single force which has rent labor in twain and which has divided also the liberal movement, as well as the liberation movements of minorities throughout the world.

Perhaps, more devastating and destructive than the atomic or hydrogen bomb is the human, emotional bomb of hatred and prejudice of race, creed, color, religion, national origin or ancestry; for the chemical and biological advances for the annihilation of peoples is given impetus and force and direction by man's inhumanity to man. Probably, more than economic exploitation and oppression, has the insult to the vast masses of the peoples of Asia and Africa and the Isles of the Sea, by practices of white supremacy, driven them to revolutionary nationalism, with its long and bitter trail of blood and tears, pain and death; in quest, as it were, for the Holy Grail of human dignity and freedom.

The Brotherhood of Sleeping Car Porters, an affiliate of the A. F. of L. rededicates its mind and resources and life to the creation of a world where the forces of progress and salvation lie at the disposal of the common man in general, and the workers in particular, everywhere.

The Brotherhood calls upon the United States not only to continue and increase its economic aid for Europe and Asia but to develop a more expanded Point Four Plan for the West Indies and Africa.

SCHEDULED ACTIVITIES

The delegates of the respective divisions of the Brotherhood of Sleeping Car Porters of the United States and the Dominion of Canada will assemble in Los Angeles, California, Sunday, October 4th and remain in session until the conclusion of the business of the Convention.

DELEGATES' REGISTER

The official headquarters of the First Triennial Convention of the Brotherhood will be in the Elks Auditorium, 4016 South Central Avenue, Los Angeles, California. All delegates are required to register at the official headquarters upon arrival to receive convention badges, programs and general instructions.

HOUSING

All delegates and officials should write the Chairman of the Convention, Brother C. L. Dellums, International Vice President, at the Brotherhood's Los Angeles Division headquarters, 4006½ So. Central Avenue, Los Angeles, California, Telephone - Adams 35023, advising him when they will arrive and whether they wish hotel accommodations. It is planned that ample hotel facilities will be available for the delegates and their families and friends. Delegates desiring to stop in private homes may indicate same, since a number of homes will be provided to accommodate them.

CONVENTION SESSIONS

The sessions of the Convention of the Brotherhood will open Monday, October 5th, at 9:30 A.M. in the Elks Auditorium. All sessions of the Convention will be held here. If there is any change in the place of the Convention sessions, the officials, delegates and members of the local divisions will be notified of same.

PUBLIC LABOR EDUCATION MEETING

George Meany, President of the American Federation of Labor, has been invited to be the principal speaker at the Public Labor Education Meeting which will be held, Sunday afternoon, 3:00 P.M., October 4th, in the Second Baptist Church, 23rd and Griffith, Los Angeles, California. Other speakers will be Mrs. Halena Wilson, International President, Ladies Auxiliary, M. P. Webster, First International Vice-President and A. Philip Randolph, International President.

This Convention of the Brotherhood marks the 28th year of the life and service of this great labor organization for the porters, attendants, bus boys and maids, train porters, chair car attendants and coach porters, in particular, and the Negro workers, in general.

In the deliberations of the Convention, grave and important problems of national and international significance will be discussed and legislation will be adopted, relating to such questions as: Point Four program in relation to Asia and Africa; United Nations; Military defense of Europe and Asia; Unemployment; Fair Employment Practice Legislation; Infiltration of trade unions by Communists; Unity of the labor movement; McCarthyism; Russia since the death of Stalin; Trends toward deflation and the coming recession; and the general position of the Negro and peoples of color in the struggle for democracy and peace.

REPRESENTATION

Representation at the Convention will be in accordance with Article 3 of the Constitution and General Rules of the Brotherhood of Sleeping Car Porters, which reads as follows:

> "The International Organization shall consist of the International President, International Secretary-Treasurer, four (4) International Vice-Presidents and the International Executive Board and delegates in proportional representation from each local division upon the basis of one delegate for the first one hundred (100) financial members or fraction thereof and one delegate for each additional one hundred (100) financial members or fraction thereof, numbering over twenty-five (25). Proportional representation from each local division shall be upon the basis of one vote for each twenty-five (25) financial members, with a minimum of one vote for each such local division."

CREDENTIALS

Credentials in duplicate will be forwarded to all local divisions of the Brotherhood. The original credential should be given to the delegate-elect, and the duplicate forwarded to International Secretary-Treasurer, Ashley L. Totten, at the International headquarters, 217 West 125th Street, New York City.

Since the Credential Committee will be the first committee appointed by the Convention of the Brotherhood, and in order that it may report as early as possible in the interest of proceeding with the work of the Convention, secretary-treasurers of the divisions are requested to mail the duplicate credentials of their respective delegates to the International Secretary-Treasurer immediately after elections.

RESOLUTIONS

Time Limit

Divisions and delegates are urged to send in their resolutions to the International Secretary-Treasurer or present them to him at the headquarters of the Convention, not later than Midnight, September 1st. Resolutions or proposals received after the expiration of the time limit shall be referred to the International Executive Board, and the Executive Board shall refer said resolutions and proposals to the Convention with the understanding that the consideration of aforementioned resolutions or proposals shall depend upon the unanimous consent of the Convention. Three copies of each resolution or proposal should be furnished the International Secretary-Treasurer.

If there is any further information regarding the Convention or arrangements for the convenience of the delegates, it will be communicated in a later circular or through the BLACK WORKER.

Fraternally yours,

A. Philip Randolph
International President

Ashley L. Totten

Ashley L. Totten
International Secretary-Treasurer

International Executive Board

M. P. Webster, First International Vice President and Chairman
B. Smith, Second International Vice President
C. L. Dellums, Third International Vice President
T. D. McNeal, Fourth International Vice President
T. T. Patterson, Secretary
James Martin
A. R. Dailey
Henry Yates
James White
John C. Mills
G. C. Garren
Ashley L. Totten
A. Philip Randolph

February 24, 1953

Mr. C. L. Dellums
International Vice President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C. L.

Kindly inform me where the sessions of the Convention of the Brotherhood of Sleeping Car Porters will be held in Los Angeles since I am planning to send out the Call to the Convention rather early, in order to get the divisions started on plans to get their delegates ready for the Convention.

Fraternally yours,

A. Philip Randolph
International President

APR/w

February 25, 1953

PULLMAN CARS NEEDED FOR SPECIAL

Broken down on the basis of
Individual accommodations.

TWO CARS 10 - 1 - 2

10 Lowers
1 Drawing Room
2 Compartments

FOUR CARS 12 - 1

12 Uppers
1 Drawing Room

FIVE CARS 10 - 6

10 Roomettes
6 Bedrooms

ONE CAR 6 - 3

6 Compartments
3 Drawing Rooms

This accommodation is equal to the following:

116 Lowers and uppers
50 Roomettes
30 Bedrooms
8 Compartments
9 Drawing Rooms

Estimated accommodation: 263 passengers. A total of 12 cars plus one Club-Observation Car, one Baggage Car and one Dining Car or a 15 car train.

March 2, 1953

Mr. D. R. Culver
Superintendent of Transportation
Pullman Company
Merchandise Mart Plaza
Chicago 54, Illinois

Dear Mr. Culver:

In conference with Messrs. Lary and Boeckelman of the Pullman Company on Thursday, February 26, 1953, concerning the possibility of securing lightweight equipment for a special train we are attempting to organize in conjunction with our convention plans, we were advised that you were the representative with whom we should take up this matter.

According to our plans, we shall leave Chicago October 1, 1953 for Los Angeles, California via the CB&Q, the Denver and Rio Grande and Union Pacific railroads, arriving October 4, for the convention of the Brotherhood of Sleeping Car Porters. The cars desired are indicated in the enclosure.

Your cooperation in this matter will be highly appreciated. Kindly let us hear from you concerning this matter at your earliest convenience.

Very truly yours,

A. Philip Randolph
International President

APR:BFM:vs
enc.

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3947 Drexel Boulevard
2nd Floor
Chicago 15, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.

PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND 20, CALIF.
Tel. Twin Ookes 3-0894

ASHLEY L. TOTTEN
International Secretary-Treasurer

C. L. DELLUMS
3rd International Vice-President
1716 Seventh Street
Oakland, California

T. D. McNEAL
4th International Vice-President
11 North Jefferson Street
St. Louis 3, Missouri

3 March 53

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
c/o Parkview Hotel
10th & Paseo Streets
Kansas City, Missouri

Dear Chief:

I haven't made a final decision on the convention site but it is tentatively set for the Elks Building, 4012 South Central Avenue, Los Angeles 11. I am planning on going to Los Angeles on the 24th of this month, at which time I plan to get the contract drawn up and to make a deposit on the hall. If that is quick enough then O.K., but if you want to know sooner, then I can go down just for that purpose any time.

Now in connection with the convention, I think you ought to have Totten send me a few thousand dollars so that when I get down to Los Angeles I can open a bank account and get a check book made. Then I would be in a position to make deposits as arrangements are made and the records could be kept in order.

Fraternally yours,

"C. L."

C. L. DELLUMS

BURLINGTON LINES

500 Fifth Avenue at 42nd Street
New York 36, N.Y.

March 5th, 1953

COPY

Mr. B. R. McLaurin
Brotherhood of Sleeping Car Porters,
217 West 125th Street, - Room 301
New York 27, N. Y.

Dear Mr. McLaurin:-

I am attaching hereto my suggestion as to a circular which might be practical to go to your membership, publicizing your special train to the convention city.

In securing rates from the Pullman Company in Chicago, I find that there will be a small additional charge because of the stop-overs at Denver and Salt Lake City, and also a small charge for parking and sanitation. I have, therefore, lumped this into the figures which are shown in the attached circular.

Sightseeing item of $5.93 per person is shown, which includes the side trip in Denver and a combination city and Saltair Beach trip in Salt Lake City. This item is shown separately so that people may take the sightseeing or not, as they see fit.

I have been asked by our Chicago office and the other Lines to let you know that on a special train operation we would require the equivalent of 125 proportional first class fares. On individual cars handled on regular trains they are asking that at least 60% of the passengers hold revenue transportation, either half-rate or otherwise.

Guarantees would be very easily met, as, for example, if you had 175 people on the train, 100 on half-rate orders and 75 on regular tickets, you would more than meet the guarantee, and I believe you said the proportion would be heavier for regular tickets than half-rate orders.

Sincerely,

/s/ R. S. Caird
Asst. General Passenger Agent

1953 - ON TO CALIFORNIA - 1953

Let's make this convention the biggest and best we've ever attempted.

* * *

To this end, we are setting up an International Brotherhood Special Train from Chicago to Los Angeles, which will combine the pleasure of travelling together as a group, with a train ride through, via a scenic route, including stop-overs at Denver and Salt Lake City for sightseeing.

Following is the detailed schedule:

Lv.	Chicago	CB&Q RR	10:30 A.M.	Thurs. ~~Fri.~~ Oct. 1
		Through Iowa and Nebraska		
Ar.	Denver	CB&Q RR	7:30 A.M.	Fri. ~~Sat.~~ Oct. 2

After breakfast, we make a sightseeing tour of Denver's parks, boulevards, residential section, and the State Capitol.

Lv.	Denver	D&RGW RR	11:30 A.M.	Fri. ~~Sat.~~ Oct. 2

Via Colorado Springs and Pueblo, then through the Royal Gorge, with a stop at the observation platform.

Ar.	Salt Lake City	D&RGW RR	8:30 A.M.	Sun. ~~Sun.~~ Oct. 3

All day here with sightseeing around Salt Lake City, its famed places of historic interest, and Capitol Building, returning to Temple Square for the Organ Recital. Afternoon out to Saltair Beach.

Lv.	Salt Lake City	Union Pacific	5:30 P.M.	Sat. ~~Sun.~~ Oct. 3
Ar.	Los Angeles	" "	10:15 A.M.	~~Mon.~~ Oct. 4 Sun.

* * *

To make this International Brotherhood Train a real success, we will need at least 175 persons because of guarantees, etc., so let's all plan to join up.

Costs from Chicago to Los Angeles, will be as follows:

Including sightseeing at Denver and Salt Lake City and Pullman, as designated. —— (Tax included.)

	Pullman	Sightseeing	Total
Lower Berth	$ 27.80	$ 5.93	$ 33.73
Two in Lower	27.80	11.86	39.66
Upper Berth	21.36	5.93	27.29
Roomette (1)	38.49	5.93	44.42
Two in Bedroom	60.94	11.86	72.80
Two in Compartment	76.87	11.86	88.73
Two in Drawingroom	103.89	11.86	115.75
Three in Drawingroom	103.89	17.79	121.68

Rates for 2 in Lower or in rooms require that 2 persons book the space together.

Rail Rates (including tax)

For those who can secure half-rate orders, Chicago to Los Angeles, the one-way, first class rate would be	$44.62
One way first class, Chicago - Los Angeles............................	89.25
Round trip rail rate, first class, from Chicago to Los Angeles, returning via any direct route..	145.42

Those persons in Chicago area who would receive half rate orders would purchase tickets at that point. Those from other points would send remittance and orders to ____________ ____________.

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3947 Drexel Boulevard
Chicago 15, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.

217 WEST 125th STREET - Room 301
NEW YORK 27, N. Y.
MO 2-5080 - 1

ASHLEY L. TOTTEN
International Secretary-Treasurer

C. L. DELLUMS
3rd International Vice-President
1716 Seventh Street
Oakland, California

T. D. McNEAL
4th International Vice-President
11 North Jefferson Street
St. Louis 3, Missouri

THOMAS PATTERSON
Eastern Zone Supervisor

Cornelius

March 6, 1953

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
3947 Drexel Boulevard
Chicago, Illinois

Dear Brother Randolph:

In conference with Mr. R. S. Caird, Assistant General Passenger Agent, and Mr. T. E. Walsh, City Passenger Agent, Thursday afternoon, March 5th, the Pullman rates were revised in consideration of stop-over privileges at Denver and Salt Lake City. You will note also the new rates include the tours both for Denver and Salt Lake City which are optional. It was also agreed that individuals who decided to make the trip after boarding the train could make arrangements then but we would have to have some idea of the total number of individuals wishing to make the trip in order that private busses, guides, and so forth, might be made available. I understand there is a cost for additional electricity and provisions for sanitary conditions at these places. These rates represent the increased cost. The interest is increasing and I have reasons to believe that there will be little difficulty in meeting the figure for the special train.

I look forward to seeing you in Atlanta the afternoon of March 12th.

Fraternally yours,

B. F. McLaurin
International Field Organizer

BFMcL:vrs

enc.

P.S. I have a bottle from Willie May for you

THE PULLMAN COMPANY

MERCHANDISE MART PLAZA
CHICAGO 54, ILLINOIS

D. R. CULVER,
SUPERINTENDENT OF TRANSPORTATION
P. M. ANDERSON,
ASSISTANT SUPT. OF TRANSPORTATION

March 10, 1953

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street - Room 301
New York 27, N. Y.

Dear Mr. Randolph:

I have your letter of March 2, regarding sleeping car equipment for contemplated special train leaving Chicago October 1, 1953 via the CB&Q en route to Los Angeles for the CONVENTION of the BROTHERHOOD OF SLEEPING CAR PORTERS.

We have received no official request from the originating road for sleeping car equipment although I imagine advice will be forthcoming in due time. Our dealings with respect to Pullman equipment are strictly with the railroads involved, but I want you to know this particular movement will have my personal attention. The possibility of securing lightweight equipment is not too good for there is none in Pullman ownership, and most of the road-owned cars of this type are in regular assignment.

We do have at our disposal a variety of high grade heavyweight cars which will enable us to put together a special train that I am sure will be acceptable.

Please be assured of my cooperation and do not hesitate to call on me for any assistance you feel I can render.

Very truly yours

D.R.Culver

C/L

March 11, 1953

Mr. C. L. Dellums
3rd International Vice-President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C. L.:

Find enclosed check for $3,000 which you may deposit for use in meeting expenses for convention arrangements for the Brotherhood of Sleeping Car Porters when we get together out there in October, 1953.

Fraternally yours,

A. Philip Randolph
International President

APR:vrs
Enc. (1)

INTERNATIONAL OFFICIALS

A. PHILIP RANDOLPH
International President

ASHLEY L. TOTTEN
International Secretary-Treasurer
International Office:
217 West 125th Street
New York 27, N. Y.

C. LAURENCE DELLUMS
International Vice-President
Pacific Coast Zone Supervisor
1716 Seventh Street
Oakland 20, California

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants

AN INTERNATIONAL UNION
Affiliated with the A. F. of L.

LOS ANGELES DIVISION HEADQUARTERS
4006½ SOUTH CENTRAL AVENUE
LOS ANGELES 11, CALIFORNIA
Tel. Adams 35023
440

DIVISION OFFICERS

President
JAMES WHITE

Vice-Presidents
W. T. NICKLEBERRY
LEON FARLEY

Secretary-Treasurer
L. B. THOMPSON

March 27, 1953

Mr. A. Phillip Randolph
International President
Brotherhood of Sleeping Car Porters
Mary Elizabeth Hotel
642 N. W. 2nd Avenue
Miami, Florida

Dear Chief:

Enclosed you will find two cards authorizing the opening of a bank account in Los Angeles. The one that has already been filled in will require your signature and Tottens and then it will be returned to me for deposit with the bank. The other one is merely for your files. Please sign the first one and rush it to Brother Totten requesting that he sign it and send it to me air mail special so that I can get it within the next four or five days.

I am enclosing an editorial which appeared in the Los Angeles Daily News which I thought you would be interested in.

Fraternally yours,

"C. L."

C. L. Dellums,
International Vice-President

CLD:f
Enclosure

April 8, 1953

Mr. George Meany, President
American Federation of Labor
A. F. of L. Building
Washington, D. C.

Dear Brother Meany:

Permit me to advise that the First Triennial Convention of the Brotherhood of Sleeping Car Porters and our Twenty-seventh Anniversary will be held in Los Angeles, California at the Elk's Home, 4016 Central Avenue, Sunday, October 4, 1953.

I want to take this opportunity to request and urge that you address our Convention on this occasion. I assure you that the officers and members of the Brotherhood will be greatly grateful to you for your appearance and address to our Convention.

Ever since the Brotherhood of Sleeping Car Porters received an international charter from the American Federation of Labor, and at every Convention, William Green, the late President of the A. F. of L., gave the principal address of our Convention. It has had a tremendously valuable, educational influence, not only upon the membership of our Organization, but upon general public opinion since these addresses gave to the public the sound point of view of the American Federation of Labor on all questions involving workers, without regard to race, color, religion, national origin or ancestry.

Although this is quite some time ahead of the Convention, we are beginning to prepare our literature for same and will be glad to get a word from you at your earliest convenience.

Fraternally yours,

A. Philip Randolph
International President

APR:w

Mr. Randolph

BURLINGTON LINES
Passenger Department
500 Fifth Avenue at 42nd Street
New York, N. Y.

C
O
P
Y

April 8, 1953

Mr. B. F. McLaurin,
Brotherhood of Sleeping Car Porters
217 West 125 Street   Room 301
New York 27, New York

Dear Mr. McLaurin:

Confirming our telephone conversation date.

The Pullman Company have advised us that they will provide the following equipment for your group from Chicago to Los Angeles October 1:-

2 10-section 1-drawing room 2-compartment sleepers
4 14-section 1-drawing room sleepers
1 6-compartment 3-drawing room sleepers
5 12-roomette 1-single 4-double bedroom sleepers

In addition to this equipment each line will provide lounge cars and diners. I have asked for a baggage car to operate thru from Chicago to Los Angeles but have not received approval as yet, however, I am sure each line will provide a car.

It would be my suggestion that you acknowledge reservations as they are received, but that you delay making definite assignments for awhile. In this way you can consolidate groups from various territories and make absolutely sure that you have a full car before you open up an additional car.

If there is any way that I can be of assistance in working out reservations, please do not hesitate to call on me.

I am securing suffient diagrams of each type of equipment promised and will send them to you soon.

Yours very truly,

/s/ R. S. Caird
Asst. General Passenger Agent

RSC:jl

AMERICAN FEDERATION OF LABOR

Executive Council
President, George Meany
Secretary-Treasurer, William F. Schnitzler
A. F. of L. Building, Washington, D. C.

First Vice President, William L. Hutcheson,
Carpenters' Bldg., Indianapolis, Ind.
Second Vice President, Matthew Woll,
200 East 70th Street, New York, N. Y.
Third Vice President, Geo. M. Harrison,
Railway Clerks' Bldg., Cincinnati, O.
Fourth Vice President, Daniel J. Tobin,
222 East Michigan St., Indianapolis, Ind.
Fifth Vice President, Harry C. Bates,
815 Fifteenth St., N. W., Washington, D. C.
Sixth Vice President, W. C. Birthright,
Delaware at Twelfth Street, Indianapolis, Ind.
Seventh Vice President, W. C. Doherty,
1525 H St., N. W., Washington, D. C.
Eighth Vice President, David Dubinsky,
1710 Broadway, New York, N. Y.
Ninth Vice President, Charles J. MacGowan,
New Brotherhood Bldg., 8th St. at State Ave.,
Kansas City, Kans.
Tenth Vice President, Herman Winter,
6900 James Reed Road, Kansas City, Missouri
Eleventh Vice President, D. W. Tracy
1200 Fifteenth St., N. W., Washington, D. C.
Twelfth Vice President, William L. McFetridge
318 W. Randolph Street, Chicago 6, Ill.
Thirteenth Vice President, James C. Petrillo,
570 Lexington Avenue, New York 22, N. Y.

LONG DISTANCE TELEPHONE NATIONAL 8-3870-1-2-3-4
CABLE ADDRESS AFEL.

Washington 1, D. C.

April 14, 1953

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

Dear Sir and Brother:

Thank you for your letter of April 8 and your kind invitation to address the Convention of your Brotherhood on Sunday, October 4 in Los Angeles.

At the present time, I have not worked out a travel schedule for October. I have made some tentative commitments for that month, but do not know as yet, the definite dates. As it looks at the present time, there is a very good chance that I could go from St. Louis at the conclusion of the American Federation of Labor Convention to Los Angeles and be there on October 4. However, I do not wish to make a definite promise at this time and then perhaps at a later date have to advise that I would not be able to be with you.

If it will be convenient with you, I would prefer to hold this matter for a couple of months and then advise you as to a definite decision. As I stated above it looks at the present time that the date would fit into my travel schedule. However, I do not wish to make a definite commitment at this writing.

With all good wishes, I am

Fraternally yours,

George Meany

President
American Federation of Labor

m/gml

Same letter to:

Mr. H. Doyle, Denver Div. cc: W. Jones
Mr. John McDaniel, Omaha Div. cc: Taylor Murrell

April 21, 1953

Mr. L. O. Leverett, President
Twin Cities Division - BSCP
3605 Clinton Avenue
Minneapolis, Minnesota

Dear Sir and Brother;

You perhaps have been informed by now that the Brotherhood is organizing a Convention Special that will depart from Chicago October 1st over the CB&Q, the DR&G and the UP to Los Angeles. In preparation for our delegation, the question has been proposed as to whether or not your delegation would like to join the Special and travel on to California with us. While it is true that many of you will be eligible for passes and others will be riding on half-rates, it is also true that our Special will accommodate all of you. However, it is necessary that we have some idea of how many divisions plan to send a delegation on the Special, especially from your division.

Will you, therefore, let me know as quickly as possible what action your division wishes to take in following through on this suggestion. I am sure it will be to your advantage to join us, however, the important thing is to have representation at our Los Angeles Convention. I await your decision.

Fraternally yours,

A. Philip Randolph
International President

APR:s
cc: Mr. Frank Boyd

April 27, 1953

Mr. C. L. Dellums
International Vice President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C. L.

I would suggest, as one of our major forms of entertainment for delegates, especially women, that we plan a trip to a major moving picture studio so that they may witness the shooting of a movie. I would plan that this take place the afternoon of Monday, October 5. The evening of October 5, I would suggest that the big party, which is generally given by our Convention for delegates and their friends, be staged.

If there is going to be a big Brotherhood Ball, which may be given by the Los Angeles Division as a means of making some money, it should be given the Friday of that week. I would also suggest that local Ladies Auxiliary work with the local Brotherhood Division so that there will be no conflict in affairs, that is, their entertainments. Delegates to the Brotherhood and the Ladies Auxiliary should attend all of the entertainments together. I shall write Sister Wilson and urge her to have the delegates of the Ladies Auxiliary to attend the opening morning session of the Brotherhood. They may not agree to this but I think it is a good idea.

When you are here in New York we shall work out further details of the Convention. But I would get your Convention Committee in Los Angeles to work now on planning these two major things; namely, a trip to a movie studio in Hollywood and the big party as well as the Ball.

Fraternally yours,

A. Philip Randolph
International President

APR:W

April 28, 1953

Mr. George Meany, President
American Federation of Labor
American Federation of Labor Building
Washington, D. C.

Dear Sir and Brother:

Thank you for your letter of April 14, 1953 expressing your interest in being reminded about the Convention of the Brotherhood of Sleeping Car Porters a couple of months hence since you cannot be certain as to your ability to make the Convention, although it appears that you may find it convenient. I can understand how it is not convenient to make commitments for meetings so far ahead and I will be glad to send you another letter concerning our Convention a couple of months later.

With cordial good wishes, I am

Fraternally yours,

A. Philip Randolph
International President

APR/W

May 4, 1953

Mr. D. R. Culver
Superintendent of Transportation
The Pullman Company
Merchandise Mart Plaza
Chicago 54, Illinois

Dear Mr. Culver:

Permit me to thank you for your letter of March 10th assuring me of your interest and cooperation with our plan to develop a Convention Special to Los Angeles which is scheduled to depart from Chicago October 1st. I am sure you will hear from our committee further about this matter.

Very truly yours,

A. Philip Randolph
International President

APR:W

May 18, 1953

Mr. John D. Connors, Director
Workers Education Bureau
1440 Broadway
New York, New York

Dear Sir and Brother:

Just a word to advise that the Brotherhood of Sleeping Car Porters is holding its First Triennial Convention and Twenty-eighth Anniversary in Los Angeles, October 4-9.

It is the plan of the Organization to devote one half day to a program of Workers Education. To this end, I want to request you to address the Convention on the meaning of Workers Education to the trade union movement, Friday, October 9, at 2:30 p.m. Brother Theodore E. Brown, Director of Education and Research for the Brotherhood, will be in charge of the program. I should like to hear from you concerning this matter at your earliest convenience since we are planning to put the program in print and hope to be able to include you as one of our speakers.

I shall write Brother George Meany, president of the A. F. of L., and request him to give you this assignment.

Fraternally yours,

A. Philip Randolph
International President

APR:W
enc.

I am herewith enclosing copy of letter to Brother Meany requesting him to permit you to address our Convention.

May 18, 1953

Mr. George Meany, President
American Federation of Labor
A. F. of L. Building
Washington, D. C.

Dear Sir and Brother:

The Brotherhood of Sleeping Car Porters is planning to devote a half day to Workers Education and the trade union movement at our Convention which will be held in Los Angeles, California, October 4-9.

Since Brother John D. Connors is a specialist on Workers Education, I want to request you to permit him to come to Los Angeles to address the Convention on the meaning and value of Workers Education to the trade union movement, Friday afternoon, October 9. I assure you that the officers and members of the Brotherhood will be greatly appreciative of this service.

I am enclosing letter addressed to Brother Connors concerning his addressing the Convention.

Fraternally yours,

A. Philip Randolph
International President

APR/w
enc.

May 19, 1953

Mr. John D. Connors, Director
Workers Education Bureau
1440 Broadway
New York, New York

Dear Sir and Brother:

Just a word to advise that the Brotherhood of Sleeping Car Porters is holding its First Triennial Convention and Twenty-eighth Anniversary in Los Angeles, California, October 4-9.

It is the plan of the Organization to devote one half day to a program of Workers Education. To this end, I want to request you to address the Convention on the "Meaning and Value of Workers Education to the Trade Union Movement", Friday, October 9, at 10:00 a.m. Brother Theodore E. Brown, Director of Education and Research for the Brotherhood, will be in charge of the program. I should like to hear from you concerning this matter at your earliest convenience since we are planning to put the program in print and hope to have the honor to include you as one of our speakers.

I shall write Brother George Meany, president of the American Federation of Labor and request him to give you this assignment.

Fraternally yours,

A. Philip Randolph
International President

APR:W
enc.

I am herewith enclosing copy of letter to Brother Meany requesting him to permit you to address our Convention.

May 19, 1953

Mr. George Meany, President
American Federation of Labor
A. F. of L. Building
Washington, D. C.

Dear Sir and Brother:

The Brotherhood of Sleeping Car Porters is planning to devote a half day to Workers Education and the trade union movement at our Convention which will be held in Los Angeles, California, October 4-9.

Since Brother John D. Connors is a specialist and authority on Workers Education, I want to request you to permit him to come to Los Angeles to address the Convention on the "Meaning and Value of Workers Education to the Trade Union Movement", Friday morning, October 9. I assure you that the officers and members of the Brotherhood will be greatly appreciative of this service.

I am enclosing letter addressed to Brother Connors concerning his addressing the Convention.

Fraternally yours,

A. Philip Randolph
International President

APR/W
enc.

May 22, 1953

Mr. James L. McDevitt , Director
Labor's League for Political Education
1525 H. Street, N. W.
Washington 5, D. C.

Dear Sir and Brother:

Just a word to advise that the Brotherhood of Sleeping Car Porters is holding its First Triennial and Twenty-eighth Anniversary Celebration in Los Angeles, California, October 4-9, which promises to be one of our largest conventions.

Inasmuch as our movement is gravely concerned about the trade union movement employing the political power of the workers to protect and safeguard their economic gains and to win further gains, I want to request you to come to Los Angeles to address the Convention of the Brotherhood, Friday morning, October 9th, 11:00 a.m. in the Elks Auditorium, 4016 So. Central Avenue, Los Angeles, California.

I am sure that your address to the Convention will have the value of arousing and developing new interest and understanding among the delegates in Labor's League for Political Education and the splendid work it has done and is doing for the cause of labor.

It is my hope that the membership of the Brotherhood of Sleeping Car Porters will rally to the program of Labor's League for Political Education one hundred percent. But they will only do this if they have the proper information concerning its aims and methods. I know that you will be able to give the Convention the kind of informational and inspirational address on "Labor's Stake in Government" it needs.

May I hear from you at your earliest convenience since we are planning our program for the Convention.

I am writing Brother George Meany, president of the American Federation of Labor, requesting him to permit you to make the trip to address our Convention.

Fraternally yours,

A. Philip Randolph
International President

APR/W

May 22, 1953

Mr. William J. Kennedy, Chairman
Railroad Retirement Board
844 Rush Street
Chicago 11, Illinois

Dear Mr. Kennedy:

Because of the fine, informative, stirring and entertaining addresses you have delivered to the Convention of the Brotherhood of Sleeping Car Porters in the past and because of the very splendid reception the officers and delegates always give your talks, I wish to take this opportunity to request you to address the Convention of the Brotherhood of Sleeping Car Porters, Monday, October 5th, 11:30 a.m. in the Elks Auditorium, 4016 So. Central Avenue, Los Angeles, California.

It is my earnest wish that you may find it convenient to be in attendance at our Convention and tell us of "The Value of the Railroad Retirement Law to Railway Workers Today and the Significance of Contemplated Changes."

May I hear from you at your earliest convenience?

Sincerely yours,

A. Philip Randolph
International President

APR:W

May 22, 1953

Mr. George Meany, President
American Federation of Labor
A. F. of L. Building
Washington 1, D. C.

Dear President Meany:

The Brotherhood of Sleeping Car Porters is holding its First Triennial Convention and Twenty-eighth Anniversary Celebration, October 4-9, in Los Angeles, California.

Since we are making every effort to get the members of our movement fully committed to the program of Labor' League for Political Education, I have written Brother McDevitt, director of LLPE, requesting him to address our Convention on 'Labor's Stake in Government'.

May I request you to permit Brother McDevitt to make this address to our Convention since it will do much towards giving the delegates the point of view they need on Labor's League for Political Education and they will be inclined, when they return to their local divisions, to work in the interest of carrying out its program.

I will appreciate immensely your permitting Brother McDevitt to render this service.

Fraternally yours,

A. Philip Randolph
International President

APR:W

AMERICAN FEDERATION OF LABOR

Executive Council
President, George Meany
Secretary-Treasurer, William F. Schnitzler
A. F. of L. Building, Washington, D. C.

First Vice President, William L. Hutcheson,
Carpenters' Bldg., Indianapolis, Ind.
Second Vice President, Matthew Woll,
200 East 70th Street, New York, N. Y.
Third Vice President, Geo. M. Harrison,
Railway Clerks' Bldg., Cincinnati, O.
Fourth Vice President, Daniel J. Tobin,
222 East Michigan St., Indianapolis, Ind.
Fifth Vice President, Harry C. Bates,
815 Fifteenth St., N. W., Washington, D. C.
Sixth Vice President, W. C. Birthright,
Delaware at Twelfth Street, Indianapolis, Ind.
Seventh Vice President, W. C. Doherty,
100 Indiana Ave., N. W., Washington, D. C.
Eighth Vice President, David Dubinsky,
1710 Broadway, New York, N. Y.
Ninth Vice President, Charles J. MacGowan,
New Brotherhood Bldg., 8th St. at State Ave.,
Kansas City, Kans.
Tenth Vice President, Herman Winter,
6900 James Reed Road, Kansas City, Missouri
Eleventh Vice President, D. W. Tracy
1200 Fifteenth St., N. W., Washington, D. C.
Twelfth Vice President, William L. McFetridge
318 W. Randolph Street, Chicago 6, Ill.,
Thirteenth Vice President, James C. Petrillo,
570 Lexington Avenue, New York 22, N. Y.

LONG DISTANCE TELEPHONE NATIONAL 8-3870-1-2-3-4
CABLE ADDRESS AFEL.

WORKERS EDUCATION BUREAU
JOHN D. CONNORS, DIRECTOR
1525 H STREET, N.W.
WASHINGTON 5, D. C.

Washington 1, D. C.

June 9, 1953

cc [illegible]

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, N. Y.

Dear President Randolph:

Thank you very much indeed for your kind invitation to speak at your First Triennial Convention and Twenty-eighth Anniversary in Los Angeles on Friday, October 9, on "The Meaning and Value of Workers Education to the Trade Union Movement". President Meany has asked me to attend your convention and, even though it will mean a special trip from Washington to Los Angeles in October, I shall be very happy to be with you at that time.

With every good wish,

Sincerely and fraternally,

John D. Connors

John D. Connors, Director

C:R
oeiu#2

Labor's League for Political Education

GEORGE MEANY
Chairman

WM. F. SCHNITZLER
Secretary-Treasurer

JAMES L. McDEVITT
Director

1525 H STREET, N. W.
WASHINGTON 5, D. C.
TEL. EXECUTIVE 3-0220

ADMINISTRATIVE COMMITTEE

IRVIN BARNEY
HARRY C. BATES
W. C. BIRTHRIGHT
JOHN P. BURKE
ROBERT BYRON
W. C. DOHERTY
DAVID DUBINSKY
THOMAS E. DUNWODY
HUGO ERNST
GEORGE M. HARRISON
SAL B. HOFFMAN
W. L. HUTCHESON
E. W. JIMERSON
JOSEPH D. KEENAN
GEORGE Q. LYNCH
JOHN H. LYONS
WILLIAM E. MALONEY
C. J. MacGOWAN
JOSEPH P. McCURDY
WILLIAM L. McFETRIDGE
W. J. McSORLEY
GEORGE MEANY
LEE W. MINTON
JAMES C. PETRILLO
A. PHILIP RANDOLPH
JOHN E. ROONEY
ALEX ROSE
JOSEPH P. RYAN
CHESTER A. SAMPLE
WM. F. SCHNITZLER
A. L. SPRADLING
DANIEL J. TOBIN
D. W. TRACY
RICHARD F. WALSH
HERMAN WINTER
MATTHEW WOLL

June 11, 1953

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car
Porters
217 West 125th St.
Room 301
New York 27, New York

Dear Mr. President:

I regret my inability to have answered your letter of May 22nd at an earlier date due to my absence from this office.

However, I do appreciate very much your thoughtfulness in extending the writer an invitation to address the 28th Anniversary Convention of your organization in Los Angeles, California, on October 9th at 11 A.M.

I am most anxious to take advantage of your kind invitation; however, in order to do so it is necessary that I make a change in my schedule as I have a previous commitment. This I shall endeavor to do immediately and will advise you further as to the possibilities of attending your Convention.

With kind personal regards, I am

Fraternally yours,

James L. McDevitt

James L. McDevitt
Director

JLMcD:rt

J-20484

June 17, 1953

Mr. John D. Connors, Director
Workers Education Bureau
American Federation of Labor
1525 H. Street, N. W.
Washington 5, D. C.

Dear John:

Just a word to thank you for your letter of June 9, 1953, informing me that President Meany has agreed to your attending the Brotherhood of Sleeping Car Porters' convention to address it on October 9th in Los Angeles, California. I am very glad to know this.

Fraternally yours,

A. Philip Randolph
International President

APR:w

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3947 Drexel Boulevard
2nd Floor
Chicago 15, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS
Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.
PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND 20, CALIF.
Tel. Twin Ookes 3-0894
440

ASHLEY L. TOTTEN
International Secretary-Treasurer

C. L. DELLUMS
3rd International Vice-President
1716 Seventh Street
Oakland, California

T. D. McNEAL
4th International Vice-President
11 North Jefferson Street
St. Louis 3, Missouri

29 June 53

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York City, New York

Dear Chief:

Three colored fellows in Los Angeles recently bought a hotel in the Westlake District of Los Angeles. The building was completely emptied and a complete renovation job is being done. There are only 69 rooms in the hotel but it is otherwise very spacious building. Apparently all of the furniture is going to be new since there is none in it now. The announcement has been made that the hotel will be open for occupancy on August 1st. The Morticians have signed up to hold their convention there beginning August 9th so it seems certain then that the place will be ready on time. I talked with the people about taking it over for our convention and have been assured that we can have at least 60 of the rooms. There are ample facilities for the sessions of our convention to be held in the building and also ample space for the Auxiliary to hold theirs at the same time, in the building. Therefore, we decided that this would be the best deal for us since we can house a good portion of the delegates right there in the hotel and can have our sessions there also.

The hotel is now known as Hotel Cosmopolitan, 360 South Westlake Avenue, Los Angeles 5. Now, I will be down there in ample time to make the room assignments myself. We will still have to use all of the rooms we can get at the Clark and also the Watkins Hotel. This will minimize the number of rooms we will have to take downtown. We are also compiling a list of private homes that will take delegates. So now the publicity can show that the convention headquarters will be Hotel Cosmopolitan. I am compiling the hotel and private home rates and expect to have this information in your hands within the next 10 days. However, for your advance information, I can advise that we will place people in private homes for a single person from $2.00 to $3.50 per day and for doubles $3.00 to $5.00 per day. For ordinary rooms in the hotels the rates will be practically the same. Larger rooms and suites in the hotels will run a little higher. Incidentally, our International Executive Board meeting will also be held there in the Cosmopolitan Hotel.

Fraternally yours,

"C. L."

C. L. DELLUMS

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3947 Drexel Boulevard
2nd Floor
Chicago 15, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.

PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND 20, CALIF.
Tel. Twin Oakes 3-0894
440

ASHLEY L. TOTTEN
International Secretary-Treasurer

C. L. DELLUMS
3rd International Vice-President
1716 Seventh Street
Oakland, California

T. D. McNEAL
4th International Vice-President
11 North Jefferson Street
St. Louis 3, Missouri

3 July 53

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York City, New York

Dear Chief:

I investigated the tour situation in Los Angeles. Apparently the most popular tour is the Hollywood Tour. This tour will take about three hours. We would have sight-seeing buses. The tour would include going through a movie studio lot with all of the explanations that could be given. We would only see the studio from the bus and I understand it includes seeing sets, streets and villages, etc. The tour would show Aimee Semple McPherson's Angelus Temple, Griffith Park, the Riverside Rancho, Walt Disney Studio, homes of stars some other movie picture sights and the world famous Hollywood Bowl.

Now the point that I am putting before you, for you will have to make the decision, is shall we make the tour? It will cost $3.50 per person. If we take the tour, should we pay for more than each delegate?

Fraternally yours,

C. L.

C. L. DELLUMS

UNITED STATES OF AMERICA
RAILROAD RETIREMENT BOARD
844 RUSH STREET
CHICAGO 11, ILLINOIS

WILLIAM J. KENNEDY
CHAIRMAN

July 6, 1953

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street - Room 301
New York 27, New York

Dear Mr. Randolph:

I have delayed replying to your kind invitation of May 22 until I could be sure of my own status in October when your next convention will be held.

As you may have seen from the press reports, I have just recently submitted my resignation as Chairman of the Railroad Retirement Board to the President, effective August 31, 1953.

I recall with pleasure the three occasions on which I have been privileged to address the conventions of your Brotherhood -- at Chicago, Detroit, and New York -- and regret that I shall be unable to be with you in that capacity at your forthcoming convention.

I feel confident, however, that my successor, when appointed, will be glad to accept an invitation to be with you and to discuss the Acts administered by this Board.

Allow me to express my best wishes for a very successful convention and to extend to you my warmest personal regards.

Sincerely yours,

W J Kennedy

William J. Kennedy
Chairman

United States of America
Railroad Retirement Board
844 RUSH STREET
CHICAGO 11, ILLINOIS

July 6, 1953

William J. Kennedy
Chairman

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street - Room 301
New York 27, New York

Dear Mr. Randolph:

I have delayed replying to your kind invitation of May 22 until I could be sure of my own status in October when your next convention will be held.

As you may have seen from the press reports, I have just recently submitted my resignation as Chairman of the Railroad Retirement Board to the President, effective August 31, 1953.

I recall with pleasure the three occasions on which I have been privileged to address the conventions of your Brotherhood -- at Chicago, Detroit, and New York -- and regret that I shall be unable to be with you in that capacity at your forthcoming convention.

I feel confident, however, that my successor, when appointed, will be glad to accept an invitation to be with you and to discuss the Acts administered by this Board.

Allow me to express my best wishes for a very successful convention and to extend to you my warmest personal regards.

Sincerely yours,

W. J. Kennedy

William J. Kennedy
Chairman

July 6, 1953

Mr. George Meany, President
American Federation of Labor
A. F. of L. Building
Washington 1, D. C.

Dear Sir and Brother:

Just a word to remind you of my letter to you of April 8, 1953, requesting you to address the First Triennial Convention and Twenty-eighth Anniversary of the Brotherhood of Sleeping Car Porters which will be held in Los Angeles, Sunday, October 4, in the Second Baptist Church, 23rd and Griffith, Los Angeles, California.

May I say that the officers and members of our Brotherhood are looking forward with great anticipation, interest and pleasure to your message to our Convention at this time.

You suggested that because of the early date of request for you to speak that I send you a letter at a later time concerning this matter.

With cordial good wishes, I am

Fraternally yours,

A. Philip Randolph
International President

APR/W

July 6, 1953

Hon Martin P. Durkin
Secretary
Department of Labor
Washington, D. C.

My dear Secretary Durkin:

In Los Angeles, California, Sunday, October 4th, will mark the opening of the First Triennial Convention and Twenty-eighth Anniversary of the Brotherhood of Sleeping Car Porters. At this Convention, delegates from 106 or more local unions distributed throughout the United States and Canada will be in attendance. The officials and members of the Brotherhood are looking forward to an epoch-making Convention where legislation on behalf of the porters, attendants, train porters and maids will be discussed and adopted.

Because you are not only the spokesman for labor in the United States as the Secretary of Labor in the United States government, but also an outstanding and prominent leader of one of the great trade unions of our country, I want to invite, request and urge you to address the First Triennial Convention and Twenty-eighth Anniversary of the Brotherhood of Sleeping Car Porters on the date aforementioned.

The Convention will be held at the Second Baptist Church, 23rd and Griffith, Los Angeles, California, at 3:00 p.m. We are also expecting our mutual friend and brother, George Meany, president of the American Federation of Labor, to address the Convention at that time.

May I know at your earliest convenience whether you will accept our invitation and come to Los Angeles for the aforementioned occasion. Since we are in the process of getting our literature for the Convention printed I will be glad to receive a reply from you as soon as possible.

I assure you that the officers and members of the Brotherhood will be deeply grateful for your attendance and address at our Convention.

Fraternally yours,

A. Philip Randolph
International President

APR:W

July 9, 1953

Mr. C. L. Dellums
International Vice President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland 20, California

Dear C. L.

This will acknowledge receipt of your letter of June 29, informing me of your securing the hotel in the Westlake District of Los Angeles which will accommodate the Brotherhood Convention. I am glad to know this. I note that there is ample space for the holding of the sessions of our Convention in the hotel building and also the sessions of the Ladies Auxiliary. In our future communications concerning the Convention, I will include the fact that the headquarters of the Convention will be at the Hotel Cosmopolitan.

The rates for rooms in private homes seem to be quite reasonable. I think you might plan to get me a room at the Statler.

Fraternally yours,

A. Philip Randolph
International President

APR:W

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3947 Drexel Boulevard
2nd Floor
Chicago 15, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.
PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND 20, CALIF.
Tel. Twin Ookes 3-0894

ASHLEY L. TOTTEN
International Secretary-Treasurer

C. L. DELLUMS
3rd International Vice-President
1716 Seventh Street
Oakland, California

T. D. McNEAL
4th International Vice-President
11 North Jefferson Street
St. Louis 3, Missouri

10 July 53

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York City, New York

Dear Chief:

Enclosed you will find copy of hotel information and reservation slip. I feel certain that we have sufficient hotel accomodations provided for in the hotels listed. Nevertheless, we have contacted other hotels and we'll use them if necessary.

How do you suggest that they be distributed? Should Brother Totten compile the names and addresses of the delegates as soon as the election is over and send them to me so that I can send the forms to the delegates direct? Or should I send them to Totten and let him send them to the delegates or would it be best for each Supervisor to compile them in his Zone and have me send him a supply to distribute to the delegates in his Zone? I shall request that whomever sends them out urge the delegates to have then back by September 1st.

Fraternally yours,

"C. L."

C. L. DELLUMS

July 10, 1953

Mr. C. L. Dellums
International Vice President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland 20, California

Dear C. L.

This will acknowledge receipt of your letter of July 3, informing me that you have investigated the tour situation in Los Angeles and that there is a Hollywood tour which may be planned for the delegates. I note the places this tour covers and I think it would be enjoyable. I would suggest that the tour be confined to the delegates of the Brotherhood and the Auxiliary and the members and their families. If anybody else wants to go on the tour, you could let them know that they would have to see you in advance to determine if space is available. I don't think we want to charge anybody anything and yet, we can't carry all of the friends on the tour.

What about the Monday night Soiree? How is it proceeding? May I suggest again that you don't spare any pains in making it attractive from the point of view of drinks and food and entertainment.

May I suggest that you plan to have some committee meet the Brotherhood Convention Special which will arrive in Los Angeles, 10:30 A.M., Sunday, October 4th. We are going to need a good committee to proceed to house these people immediately. I think the new hotel ought to work out very well, inasmuch as we can concentrate all of the activities there. I think that we ought to be able to dispose of the business of the International Executive Board on Saturday, October 3rd. This will allow more time for Brother Webster and myself to spend at the A.F. of L. Convention in St. Louis.

Fraternally yours,

A. Philip Randolph
International President

APR:W

7/10/13

For Black Worker

NOTICE

For hotel and private home reservations for delegates:

Accommodations are available in private homes for single person for $2.00 - $3.50 per day, and for doubles $3.00 - $5.00 per day.

Single rooms in hotels are from $5.00 a day and up.

ATTENTION

The Convention headquarters for the Brotherhood of Sleeping Car Porters has been changed from the Elks Rest at 4016 South Central Avenue, Los Angeles to the Hotel Cosmopolitan, 360 South Westlake Avenue, Los Angeles 5, California.

The Convention sessions will be held at this hotel and delegates will register here. This applies to both delegates of the Brotherhood of Sleeping Car Porters and the Ladies Auxiliary.

You may address all communications to Brother C. L. Dellums, Chairman of Convention Committee of the Brotherhood of Sleeping Car Porters at this address.

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3947 Drexel Boulevard
2nd Floor
Chicago 15, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS
Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.
PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND 20, CALIF.
Tel. Twin Ookes 3-0894
440

ASHLEY L. TOTTEN
International Secretary-Treasurer

C. L. DELLUMS
3rd International Vice-President
1716 Seventh Street
Oakland, California

T. D. McNEAL
4th International Vice-President
11 North Jefferson Street
St. Louis 3, Missouri

16 July 53

Mr. A. Philip Randolph,
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York City, New York

Dear Chief:

I had made the tentative arrangements for the Hollywood Tour which will leave the hotel at 2:00 p.m. on Monday. I had estimated about 200 for the tour. This will come pretty close to taking care of the delegates of the Brotherhood and the Auxiliary and the members of their families. I will of course have a pretty good idea on the number after all of the hotel reservations are in and will plan accordingly.

Plans are pretty well under way for the Monday night Soiree. I think it will be attractive. We're trying to get the place that was known during the war as the Hollywood Canteen for the Soiree, however, right now they are not making reservations that far in advance but have us listed so that no one else can get that night. It may be about the middle of August before we will know definitely if we can have the place. I think it will be ideal if we can get it and I think everybody will be satisfied with what we put on.

We plan to have everyone's housing in their hands before they leave home so that they will go directly from the station to their place of housing. The Housing Committee will be with the group meeting the special train but there won't be anything for them to do because the people will know where to go when they arrive. There will be some cars there to take some of the people but I don't anticipate having enough cars there to take all of the people. We will see that there are plenty of taxi cabs there to take care of them. I note you speak of holding the International Executive Board meeting on Saturday, October 3rd. You know we had planned on the meeting at 1:00 p.m. October 1st. If you do not plan to meet on the 1st I think you and Webb ought to get together on when you will actually arrive in Los Angeles so that the Board Meeting will be set accordingly and everybody notified.

Fraternally yours,

C. L.

C. L. DELLUMS

July 21, 1953

Mr. C. L. Dellums
International Vice President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C. L.

Thank you for your letter of recent date informing me of the hotel rates, etcetera.

Have you set up a regular Convention Committee which you have working on the plans as you map them out, such as we had here in New York, or are you doing it all yourself? There is going to be a multitude of details that are going to crowd upon you as time goes on that will require a number of key men to handle. But, of course, you are on the spot and are better able to judge it than I am.

Let me again urge that you spare no pains in making the Brotherhood Convention Soiree a full-fledged success. We don't want anything that is skimpy, from the point of view of refreshments or entertainment. My own opinion is that you should get professionals to handle the thing if you expect it to be done right.

If you need any more funds, let me know.

Fraternally yours,

A. Philip Randolph
International President

APR/W

July 28, 1953

Mr. C. L. Dellums
International Vice President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland 20, California

Dear C. L. :

Thank you for your letter of July 16, 1953, suggesting that some definite date be set for the meeting of the International Executive Board. May I say that Brother Webster and I have discussed this matter and agreed that the International Executive Board should meet October 2nd. Therefore, we shall plan to act accordingly.

I note in your letter that you have secured, or plan to secure, Hollywood Canteen for the Soiree. I think this is excellent and should be quite enjoyable.

Fraternally yours,

A. Philip Randolph
International President

APR:W

July 29, 1953

Mr. William J. Kennedy, Chairman
Railroad Retirement Board
844 Rush Street
Chicago 11, Illinois

Dear Mr. Kennedy:

Thank you for your letter of July 6, 1953 concerning your resignation from the chairmanship of the Railroad Retirement Board and your inability, therefore, to address the Brotherhood Convention in Los Angeles.

I appreciate your letter and want to register my regret that you will not be able to be with us inasmuch as the officials and members of the Brotherhood have always enjoyed your addresses.

Sincerely yours,

A. Philip Randolph
International President

APR:W

July 31, 1953

Mr. James McCants
157 West 144th Street
New York, New York

Dear Sir and Brother:

This is to advise that since Brother William H. Dowe, member and official of the Brotherhood of Sleeping Car Porters, will have his expenses to the Brotherhood's First Triennial Convention and Twenty-eighth Anniversary in Los Angeles, California, October 4-9, 1953, borne by the International organization, I have designated you, being the highest alternate, to go to the Convention as a delegate of the New York Division, one of the seven delegates whose expenses will be paid by the New York Division and one of the eight delegates to represent the New York Division at the Convention.

Fraternally yours,

A. Philip Randolph
International President

APR:W
cc: Messrs.
W. H. Dowe
B. F. McLaurin
T. T. Patterson
Ashley L. Totten

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3947 Drexel Boulevard
2nd Floor
Chicago 15, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.

PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND 20, CALIF.
Tel. Twin Ookes 3-0894

440

ASHLEY L. TOTTEN
International Secretary-Treasurer

C. L. DELLUMS
3rd International Vice-President
1716 Seventh Street
Oakland, California

T. D. McNEAL
4th International Vice-President
11 North Jefferson Street
St. Louis 3, Missouri

4 August 53

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York City, New York

Dear Chief:

Our Convention Committee is composed of 7 or 8 of our Los Angeles Brothers with me as Chairman. Brother L. B. Thompson is chairman of the sub-committee on housing. Brothers Thompson, James and Isaacs are doing the job in rounding up the housing. I will be down there in ample time to make the housing assignments myself. However, I can tell you this much now. Only delegates, either Brotherhood or Auxiliary will be placed in the Headquarters Hotel. We will have about 60 rooms in that hotel so you can see why we will use all of them for the delegates. Unfortunately, that won't take care of all the delegates so we will have to put some delegates and our friends and visitors in other hotels. The Sunday night affair will be held there in the Cosmopolitan. Since I wrote you last, word has come through that the Florentine Gardens will be available for the Soiree so we have secured it and made a deposit on it. So, the Soiree will be held at the Florentine Gardens, 5955 Hollywood Blvd.

Frankly, I don't think you have anything to worry about insofar as the Soiree is concerned. I just don't believe in giving people blank checks on other people's bank accounts like you do. I believe in sending people out to make tentative deals and report back so we know in front approximately how much money will be involved. It is my opinion that our Soiree will be nice and enjoyable. We believe everybody will have a good time and will be well satisfied. Yet, I don't think we should be ashamed for anybody to know what it cost and we certainly won't cover it up in any way.

Of course we both know that $3,000 won't put on the whole convention . I will let you know in ample time when to send more money.

Since August is already here, I think our big worry is for you to start working on the locals to get their resolutions in to Brother Totten. I think a dead-line of September 1st ought to be set and urge everybody to get them in sooner if possible. This will give us time to check them for language and spelling, to copy those that have to be copied, and maybe in some instances kind of straighten them out in general so that they can go to the printer. I think about the 21st of September will be our dead-line for printing. Any printing that can be submitted sooner, so much the better.

Fraternally yours,

C. L. DELLUMS

AMERICAN FEDERATION OF LABOR

Executive Council
President, George Meany
Secretary-Treasurer, William F. Schnitzler
A. F. of L. Building, Washington, D. C.
First Vice President, William L. Hutcheson,
Carpenters' Bldg., Indianapolis, Ind.
Second Vice President, Matthew Woll,
200 East 70th Street, New York, N. Y.
Third Vice President, Geo. M. Harrison,
Railway Clerks' Bldg., Cincinnati, O.
Fourth Vice President, Daniel J. Tobin,
100 Indiana Ave., N. W., Washington, D. C.
Fifth Vice President, Harry C. Bates,
815 Fifteenth St., N. W., Washington, D. C.
Sixth Vice President, W. C. Birthright,
Delaware at Twelfth Street, Indianapolis, Ind.
Seventh Vice President, W. C. Doherty,
100 Indiana Ave., N. W., Washington, D. C.
Eighth Vice President, David Dubinsky,
1710 Broadway, New York, N. Y.
Ninth Vice President, Charles J. MacGowan,
New Brotherhood Bldg., 8th St. at State Ave.,
Kansas City, Kans.
Tenth Vice President, Herman Winter,
6900 James Reed Road, Kansas City, Missouri
Eleventh Vice President, D. W. Tracy
1200 Fifteenth St., N. W., Washington, D. C.
Twelfth Vice President, William L. McFetridge
318 W. Randolph Street, Chicago 6, Ill.
Thirteenth Vice President, James C. Petrillo,
570 Lexington Avenue, New York 22, N. Y.

LONG DISTANCE TELEPHONE NATIONAL 8-3870-1-2-3-4
CABLE ADDRESS AFEL.

Washington 1, D. C.

August 4, 1953

Mr. A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

Dear Sir and Brother:

Your letter of July 6th was brought to my attention when I returned from attending the meeting of the International Confederation of Free Trade Unions at Stockholm, Sweden.

I am pleased to advise you that I am arranging to attend and address a session of the First Triennial Convention and Twenty-eighth Anniversary of the Brotherhood of Sleeping Car Porters at Los Angeles. I will be with you on Sunday October 4th.

At some time when we are in St. Louis at the forthcoming Convention of the American Federation of Labor, I will discuss this matter with you and decide upon the definite time of my arrival in Los Angeles.

With best wishes, I am

Fraternally yours,

President
American Federation of Labor.

Y

August 6, 1953

Mr. Horace Harper
Railroad Retirement Board
844 Rush Street
Chicago 11, Illinois

Dear Mr. Harper:

It has been the custom of the Brotherhood of Sleeping Car Porters over the years to request the Chairman of the Railroad Retirement Board, Mr. Kennedy, to address our Conventions. I wrote Mr. Kennedy with respect to his addressing our forthcoming Convention which will meet in Los Angeles, October 4 - 9, but he informed me that he was going to retire because of the age limit and also because he, no doubt, would be replaced by the present administration with another member.

Inasmuch as we will not be able to get him and I have not heard of anyone being appointed Chairman of the Railroad Retirement Board, may I request you to address our Convention on the morning of October 5th at 11:30. Since you are the labor member on the Board, you are eminently equipped to tell our Convention about the Railroad Retirement Act and the proposed amendments, from the point of view of their significance to the railroad employees.

May I hear from you with respect to this matter at your earliest convenience.

Very truly yours,

A. Philip Randolph
International President

APR/W

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3947 Drexel Boulevard
2nd Floor
Chicago 15, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS
Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.
PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND 20, CALIF.
Tel. Twin Ookes 3-0894

ASHLEY L. TOTTEN
International Secretary-Treasurer

C. L. DELLUMS
3rd International Vice-President
1716 Seventh Street
Oakland, California

T. D. McNEAL
4th International Vice-President
11 North Jefferson Street
St. Louis 3, Missouri

6 August 53

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York City, New York

Dear Chief:

If you haven't sent out a special notice to all of the divisions instructing them to have any resolutions they desire to present to the convention into Brother Totten's office as soon as possible, but definitely not later than September 1st, then I hope you will do so immediately. Also, please have Brother Totten to not hold the resolutions up waiting for all of them, but send them to me as fast as he gets them in so that I can get them ready for the printers. From past experience I feel certain that I will have to have the stenographer make copies of most of them to go to the printer.

I hope you will draft your resolutions this month also so that I can have yours first. I would like yours to be in the first bunch going to the printers. Please send your in duplicate so that I won't have to have a copy made for the printer.

Fraternally yours,

C. L.

C. L. DELLUMS

August 6, 1953

Mr. George Meany, President
American Federation of Labor
A. F. of L. Building
Washington 1, D. C.

Dear Sir and Brother:

Just a word to acknowledge receipt of your letter of August 4, 1953 and to express on behalf of the officers and members of the Brotherhood of Sleeping Car Porters our great pleasure upon your consent to address the First Triennial Convention and Twenty-eighth Anniversary of the Brotherhood of Sleeping Car Porters in Los Angeles, Sunday afternoon, October 4th at the Second Baptist Church, 23rd and Griffith, Los Angeles, California.

The meeting will assemble at 2:30 p.m. When I see you at the American Federation of Labor Convention in St. Louis I will have a chat with you about the time of your arrival. We shall plan to have a committee meet you.

Fraternally yours,

A. Philip Randolph
International President

APR/W

August 6, 1953

Mr. C. L. Dellums
International Vice President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C. L.

Thank you for your letter of August 4th with respect to plans for the forthcoming Convention. I think you have outlined the program quite will and I am sure the Convention arrangements will be well set up and successful.

I note that there will be about sixty rooms in the Cosmopolitan Hotel for the delegates and that some of them will be distributed in other hotels. This is quite all right.

When you need any more money let me know, I will have Totten send it.

Fraternally yours,

A. Philip Randolph
International President

APR/W

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3947 Drexel Boulevard
2nd Floor
Chicago 15, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS
Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.
PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND 20, CALIF.
Tel. Twin Oakes 3-0894

ASHLEY L. TOTTEN
International Secretary-Treasurer

C. L. DELLUMS
3rd International Vice-President
1716 Seventh Street
Oakland, California

T. D. McNEAL
4th International Vice-President
11 North Jefferson Street
St. Louis 3, Missouri

11 August 53

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York City, New York

Dear Chief:

I am planing to leave Sunday for Los Angeles. I hope to get my office set up there by the First of September. I plan to get an office across the hall from our Los Angeles local office. I will get a girl in there and therefore Los Angeles will be my temporary headquarters from now until after the Convention. I will only return here if it is necessary and only for the period of time necessary. Now that I am setting up temporary headquarters in Los Angeles and will be getting everything ready for the convention, I would suggest that you have Brother Totten transfer $7,000 to us there by sending me a check for it. This would make our convention fund a total of $10,000. My two big jobs now will consist first of getting the resolutions in and ready for the printer and next, to working with our housing committee in getting everybody housed. I have written you about the resolutions before so there's no need to say any more about them here, only that I hope to start getting them in by the 1st of September. What date shall be the deadline? I would suggest that we notify everybody that resolutions will have to be in Brother Totten's office not later than September 7th. If Brother Totten rushes them out to me, in Los Angeles, as fast as he gets them, then I can have the last ones by September 11th. This still wouldn't give me too much time to get them ready for the printer. They realy ought to be in the printer's hands by September 15th. I will see the printer next week and arrange to get all of the time we can on our printing.

Fraternally yours,

C. L.

C. L. DELLUMS

August 11, 1953

Mr. C. L. Dellums
International Vice President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C. L.

Find enclosed application for hotel reservation and check for ten dollars as deposit on reservation in the Hotel Statler.

Fraternally yours,

A. Philip Randolph
International President

APR:W
enclosure

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3947 Drexel Boulevard
Chicago 15, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS
Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.

217 WEST 125th STREET - Room 301
NEW YORK 27, N. Y.
MO 2-5080 - 1

ASHLEY L. TOTTEN
International Secretary-Treasurer

C. L. DELLUMS
3rd International Vice-President
1716 Seventh Street
Oakland, California

T. D. McNEAL
4th International Vice-President
11 North Jefferson Street
St. Louis 3, Missouri

THOMAS PATTERSON
Eastern Zone Supervisor

August 12, 1953

To the Presidents of the
Local Divisions of the Eastern Zone.

Dear Sir and Brother:

May I request and urge that you send in the resolutions your local division wish presented to the forthcoming Convention of the Brotherhood in Los Angeles in October, not later than September 1, 1953.

May I also request that you send in the roster of the elected officers and delegates.

Fraternally yours,

A Philip Randolph

A. Philip Randolph
International President

APR:W

UNITED STATES OF AMERICA
RAILROAD RETIREMENT BOARD
844 RUSH STREET
CHICAGO 11, ILLINOIS

HORACE W. HARPER
MEMBER

August 12, 1953

Dear Mr. Randolph:

I have your very nice letter of August 6, in which you invited me to attend and address your forthcoming Convention in Los Angeles. I count it a signal honor to be afforded the privilege and pleasure of attending and addressing your Convention. I am delighted, of course, to accept the invitation and will be there at the appointed time.

Yours very truly,
Horace W. Harper

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
Room 301, 217 West 125th Street
New York 27, New York

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3947 Drexel Boulevard
2nd Floor
Chicago 15, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.
PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND 20, CALIF.
Tel. Twin Oakes 3-0894

ASHLEY L. TOTTEN
International Secretary-Treasurer

C. L. DELLUMS
3rd International Vice-President
1716 Seventh Street
Oakland, California

T. D. McNEAL
4th International Vice-President
11 North Jefferson Street
St. Louis 3, Missouri

14 August 53

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York City, New York

Dear Chief:

Just to wind up the program for the mass meeting on Sunday, October 4th; You have listed greetings or welcoming addresses by local persons of prominence. I would suggest that we have a few words of welcome and greetings by the President of the Los Angeles Branch, N.A.A.C.P, Dr. E. I. Robinson. On behalf of labor, I would suggest that we have a few words of welcome and greetings by the President or Secretary of the California State Federation of Labor. The President lives in Los Angeles and therefore would be the logical one. What do you think of these suggestions? Let me know so that I can invite them if you agree.

Now for the Monday morning session; I want to invite Dr. Kingsley to be present and give us the opening prayer. The only outside speaker I would suggest for Monday morning would be a few words of greetings or welcome from the President or Secretary of the Central Labor Council. Again, let me have your reaction because I can't invite them unless you agree. Since I will be in Los Angeles next week, you can answer me there.

Fraternally yours,

C. L.

C. L. DELLUMS

August 17, 1953

Mr. C. L. Dellums
International Vice President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear Brother Dellums:

Thank you for your letter of August 6, 1953 concerning resolutions of the Brotherhood being sent in early, in order that you may be able to put them in print. I have sent out notices to all of the local divisions and the Zone Supervisors urging that these resolutions be sent in, not later than September 1st, so that they may be sent to you immediately. I will send you my resolutions this week so that you may have them in advance.

Fraternally yours,

A. Philip Randolph
International President

APR:W

INTERNATIONAL OFFICIALS

A. PHILIP RANDOLPH
International President

ASHLEY L. TOTTEN
International Secretary-Treasurer
International Office:
217 West 125th Street
New York 27, N. Y.

C. LAURENCE DELLUMS
International Vice-President
Pacific Coast Zone Supervisor
1716 Seventh Street
Oakland 20, California

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants

AN INTERNATIONAL UNION
Affiliated with the A. F. of L.

LOS ANGELES DIVISION HEADQUARTERS
4006½ SOUTH CENTRAL AVENUE
LOS ANGELES 11, CALIFORNIA
Tel. Adams 35023

440

DIVISION OFFICERS

President
JAMES WHITE

Vice-Presidents
W. T. NICKLEBERRY
LEON FARLEY

Secretary-Treasurer
L. B. THOMPSON

18 August 53

Mr. A. Phillip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125 Street
New York 27, New York

Dear Chief:

What are your plans on publicity? Naturally, the people who operate public relations, publicity and promotion offices are contacting us to see if we can use their services in any way. So far I have told them that I am not as yet in a position to tell them anything. Therefore, I thought it adviseable to call this question to your attention and see if there is anything you want me to do on it or whether or not you and Ted Brown will handle it.

Fraternally yours,

C. L.

C. L. DELLUMS
International Vice-President

CLD:f

August 18, 1953

Mr. Horace W. Harper
Railroad Retirement Board
844 Rush Street
Chicago 11, Illinois

Dear Mr. Harper:

Thank you for your letter of August 12, 1953 in which you express your willingness to come to Los Angeles to address the First Triennial Convention of the Brotherhood of Sleeping Car Porters on its Twenty-eighth Anniversary, Monday, October 5, 1953 at 11:00 A.M. at the Cosmopolitan Hotel, 360 South Westlake Avenue, Los Angeles, California.

May I, on behalf of the officers and members of the Brotherhood, express our great appreciation for your consent to speak at our Convention.

We had assigned as a subject for Mr. Kennedy to speak on "The Value of the Railroad Retirement Law to Railway Workers Today." I would like to suggest that you also discuss the question of dual payments in your address since it is one of quite some interest among the porters.

If you will let me know when you will arrive, I will have a committee to meet you. I will also arrange for your hotel accommodations.

Fraternally yours,

A. Philip Randolph
International President

APR:W

August 19, 1953

Mr. C. L. Dellums
International Vice President
Brotherhood of Sleeping Car Porters
4006½ So. Central Avenue
Los Angeles, California

Dear C. L.:

This will acknowledge receipt of your letter of August 11th, suggesting that I have Brother Totten send you a check for $7,000 for deposit for use in building the Convention. I will have him do so immediately.

I am getting all of my resolutions together to send you this week. I have advised the International officers to have their local division to send in their resolutions not later than September 1st, and they will be sent forthwith to you.

Fraternally yours,

A. Philip Randolph
International President

APR:W

August 19, 1953

Mr. C. L. Dellums
International Vice President
Brotherhood of Sleeping Car Porters
4006½ So. Central Avenue
Los Angeles, California

Dear C. L.:

This will acknowledge receipt of your letter of August 14, 1953 in which you suggest that we have brief welcome addresses at the Sunday afternoon public meeting of the Brotherhood from Dr. E. I. Robinson, president of the Los Angeles branch of the N.A.A.C.P. and the president or secretary-treasurer of the California State Federation of Labor. I think your suggestions are good. I note that you also suggest that we have Dr. Kingsley to give invocation on Monday morning at the opening of the Convention, and a few words of greeting from the president or secretary of the Central Labor Council. I think these suggestions are timely.

Since Mr. Kennedy, former chairman of the Railroad Retirement Board, has been displaced by another person, I wasn't sure we would have anyone from the Board to address the Convention. But since I had some contact with Horace W. Harper, labor member of the Railroad Retirement Board, and who understands the problems of the railway workers, I decided to request him to address the Convention and he agreed. So we will have him Monday morning at 11:00 a.m.

Fraternally yours,

A. Philip Randolph
International President

APR:W

UNITED STATES OF AMERICA
RAILROAD RETIREMENT BOARD
844 RUSH STREET
CHICAGO 11, ILLINOIS

WILLIAM J. KENNEDY
CHAIRMAN

F. C. SQUIRE

H. W. HARPER

August 20, 1953

Dear Mr. Randolph:

This is to acknowledge your letter of August 18 to Mr. Harper and to let you know that he is away from the office on Board business and does not expect to return until about August 31.

Your letter will be called to his attention and he will, as soon as he is in a position to do so, inform you with respect to his arrangements.

Yours very truly,

J. N. Haviland

J. N. Haviland
Administrative Assistant
to Mr. Harper

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping
Car Porters
217 West 125th Street - Room 301
New York 27, New York

INTERNATIONAL OFFICIALS

A. PHILIP RANDOLPH
International President

ASHLEY L. TOTTEN
International Secretary-Treasurer
International Office:
217 West 125th Street
New York 27, N. Y.

C. LAURENCE DELLUMS
International Vice-President
Pacific Coast Zone Supervisor
1716 Seventh Street
Oakland 20, California

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants

AN INTERNATIONAL UNION
Affiliated with the A. F. of L.

LOS ANGELES DIVISION HEADQUARTERS
4006½ SOUTH CENTRAL AVENUE
LOS ANGELES 11, CALIFORNIA
Tel. Adams 35023

DIVISION OFFICERS

President
JAMES WHITE

Vice-Presidents
W. T. NICKLEBERRY
LEON FARLEY

Secretary-Treasurer
L. B. THOMPSON

21 August 53

Mr. A. Phillip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125 Street
New York 27, New York

Dear Chief:

We will want to put out some large placards advertising the public mass meeting. Therefore, please get a picture or cut from Brother George Meaney and rush it out to me. I also need one of yours for the same purpose.

Fraternally yours,

C. L.

C. L. DELLUMS
International Vice-President

CLD:f

August 28, 1953

Mr. C. L. Dellums,
International Vice-President
Brotherhood of Sleeping Car Porters
4006½ South Central Avenue
Los Angeles 11, California

Dear C. L.:

Find enclosed, photograph requested.

Fraternally,

A. Philip Randolph
International President

APR:pcf

August 31, 1953

Mr. C. L. Dellums
3rd International Vice President
1716 Seventh Street
Oakland, California

Dear C.L.

This letter will acknowledge receipt of your letter of August 18, 1953 concerning plans for publicity.

I have advised Brother Brown to handle this matter and he is already writing up material for it, so you may give him the contacts when he arrives in Los Angeles.

Fraternally yours,

A. Philip Randolph
INTERNATIONAL PRESIDENT

APR:mh

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3947 Drexel Boulevard
Chicago 15, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS
Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.

CHICAGO DIVISION HEADQUARTERS
ERNEST SMITH, Secretary-Treasurer
3947 DREXEL BOULEVARD
CHICAGO 15, ILLINOIS

Kenwood 8-3100

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

August 31, 1953

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

Dear Brother Randolph:

The following men will be delegates sent to the Convention from the Chicago Division:

Ernest Smith
Benjamin F. Wilson
S. W. Woodhouse
Foster Mitchell
William F. Martin
U. C. Crowder

C. E. Samonte
~~C. B. Barksdale~~
Oliver Crutchfield
William Northrip
Clarence H. Scott
Leroy Shackelford, Jr.

I sent Totten the credentials for all the delegates, but only 12 are being sent to the Convention.

Fraternally yours,

M. P. Webster

M. P. Webster
First International Vice President

MPW:eig

A. PHILIP RANDOLPH
International President

ASHLEY L. TOTTEN
International Secretary-Treasurer

ZONE OFFICERS:
E. J. BRADLEY
Zone Supervisor

T. D. McNEAL
International Field Organizer

BROTHERHOOD of SLEEPING CAR PORTERS
Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated With A. F. of L.
SHREVEPORT DIVISION
LXXXXXXXN, Secretary-Treasurer
~~259 Webster St.~~ XXXXXXX, Shreveport, La.
Phone: 2-7644

E. BRYANT
President

T. WHITMORE
Vice President

W. STEWART
Chr. Executive Board

2852 Milan Street
Shreveport, Louisiana
Sept. 2, 1953

Mr. T.D. McNeal
4th International Vice-President
11 North Jefferson Street
St. Louis, Missouri

Dear Sir and Brother:

I wrote you Sometime ago inregard to an invitation for Dr. George W. Snowden, who is with the Federal Housing Administration in Washington DC. In conversation with Dr. Snowden two or three days ago, he is very anxions to attend the international BSCP Convention, and all it would requeir is that he would have an offe[illegible]al Inv[illegible]ation, that his department may arraing his exspences.

Give me some information on this matter if posseible.

Fraternally yours

E.A. Bryant

E.A. Bryant President
Shreveport Division BSCP

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3947 Drexel Boulevard
Chicago 15, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.

SOUTHWEST ZONE HEADQUARTERS
412-13-14-15-16 PEOPLES FINANCE BUILDING
11 N. JEFFERSON STREET
ST. LOUIS 3, MISSOURI
NEwstead 5458
440

ASHLEY L. TOTTEN
International Secretary-Treasurer

C. L. DELLUMS
3rd International Vice-President
1716 Seventh Street
Oakland, California

T. D. McNEAL
4th International Vice-President
11 North Jefferson Street
St. Louis 3, Missouri

September 4, 1953.

Mr. A. Philip Randolph
International President
Brotherhood Sleeping Car Porters
217 W. 125th Street
New York City, N. Y.

Dear Brother Randolph:

Attached hereto please find self-explanatory letter from Brother Bryant of the Shreveport Division.

Fraternally yours,
Mac.
T. D. McNeal,
International Vice President.

1001 Vermont Ave N.W.

TDM/op
Encl.

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3947 Drexel Boulevard
Chicago 15, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS
Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.

PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND 20, CALIF.
Tel. Twin Oakes 3-0894

ASHLEY L. TOTTEN
International Secretary-Treasurer

C. L. DELLUMS
3rd International Vice-President
1716 Seventh Street
Oakland, California

T. D. McNEAL
4th International Vice-President
11 North Jefferson Street
St. Louis 3, Missouri

Sept. 6, 1953

Dear Chief,

I dont seem to be able to find the last Convention Program you sent me. Therefore please have your Secy send me a copy of yours by air-mail Special.

Dont forget & send it to Oakland. I would like to give the printer the program in the next few days.

Yours fraternally,

C. L.

Los Angeles

UNITED STATES OF AMERICA
RAILROAD RETIREMENT BOARD
844 RUSH STREET
CHICAGO 11, ILLINOIS

HORACE W. HARPER
MEMBER

September 8, 1953

Dear Mr. Randolph:

In my absence Mr. Haviland, my assistant, acknowledged receipt of your letter of August 18, and advised you that I would write you upon my return to the office.

I will be glad to speak on the assigned subject and will discuss the question of dual benefits as per your suggestion. My plans are to leave Chicago Saturday, October 3, on the Santa Fe Super Chief which will get me to Los Angeles at 8:45 a.m. Monday, October 5. Thank you very much for your offer to have a committee meet me and for arrangements for my hotel accommodations.

Yours very truly,

Horace W. Harper

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping
  Car Porters
Room 301, 217 West 125th Street
New York 27, New York

International Officials

A. PHILIP RANDOLPH
International President

ASHLEY L. TOTTEN
International Secretary-Treasurer
International Office:
217 West 125th Street
New York 27, N. Y.

C. LAURENCE DELLUMS
International Vice-President
Pacific Coast Zone Supervisor
1716 Seventh Street
Oakland 20, California

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants

AN INTERNATIONAL UNION

Affiliated with the A. F. of L.

LOS ANGELES DIVISION HEADQUARTERS

4006½ SOUTH CENTRAL AVENUE
LOS ANGELES 11, CALIFORNIA
Tel. Adams 35023

Division Officers

President
JAMES WHITE

Vice-Presidents
W. T. NICKLEBERRY
LEON FARLEY

Secretary-Treasurer
L. B. THOMPSON

September 8, 1953

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping
Car Porters
217 West 125th Street
New York 27, New York

Dear Chief:

Enclosed you will find your hotel reservation which, you will note, is at the Statler.

I am returning your deposit check because I, in the first place, forgot to tell you that a deposit wasn't necessary for you, and secondly hotels like the Statler don't take deposits.

Looking forward to seeing you,

Fraternally yours,

C. L.

C. L. Dellums
International Vice-President

CLD/ng
Enclosures

September 10, 1953

Mr. T. D. McNeal
International Vice President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis 3, Missouri

Dear Mac:

I note your letter of September 4, 1953, with enclosure from Brother E. A. Bryant, President, Shreveport Division, concerning an invitation to Dr. Snowden of the Federal Housing Administration to attend the Brotherhood's Los Angeles Convention.

I see nothing wrong about sending an invitation to him to attend the Convention if that will strengthen his position in the Administration. He is a very able person and also a likeable individual.

In accordance with the request of Brother Bryant, I will write Dr. Snowden and invite him to attend the Convention.

Fraternally yours,

A. Philip Randolph
International President

APR:W

cc. Mr. T.D. McNeal
" E. A Bryant

International Officials

A. PHILIP RANDOLPH
International President

ASHLEY L. TOTTEN
International Secretary-Treasurer
International Office:
217 West 125th Street
New York 27, N. Y.

C. LAURENCE DELLUMS
International Vice-President
Pacific Coast Zone Supervisor
1716 Seventh Street
Oakland 20, California

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.
LOS ANGELES DIVISION HEADQUARTERS
4006½ SOUTH CENTRAL AVENUE
LOS ANGELES 11, CALIFORNIA
Tel. Adams 35023

Division Officers

President
JAMES WHITE

Vice-Presidents
W. T. NICKLEBERRY
LEON FARLEY

Secretary-Treasurer
L. B. THOMPSON

September 11, 1953

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

Dear Chief:

I didn't want to prolong the long distance call any more than necessary, when I talked with you yesterday, when you suggested that we have the resolutions mimeographed. I thought the matter was settled when I was in the East that they would be printed.

Therefore, arrangements had already been made with the printer and the first 55 or 60 resolutions, which included your 39, have already been turned over to the printer. That is why I called you to try to rush the others out, so that the job can be completed.

Fraternally yours,

C. L.

C. L. Dellums
International
Vice-President

CLD/ng

September 11, 1953

Dr. George W. Snowden
Federal Housing Administration
1001 Vermont Avenue, N. W.
Washington, D. C.

Dear Dr. Snowden:

Because of your long association and cooperation with the divisions of the Brotherhood of Sleeping Car Porters in New Orleans and Shreveport, I want, herewith, to extend to you an invitation to attend the First Triennial Convention of the Brotherhood of Sleeping Car Porters on its Twenty-eighth Anniversary in Los Angeles, California, October 4 - 9, 1953.

We will be pleased to have you make a brief address at the Convention on Housing and Labor, Sunday evening, October 4th, 7:30 p.m. on the program of our Labor Cultural Hour. Brother Ashley L. Totten, International Secretary-Treasurer will also appear on this program.

I am looking forward with great pleasure to greeting you at the Convention.

Fraternally yours,

A. Philip Randolph
International President

APR/W

September 11, 1953

Mr. C. L. Dellums
International Vice President
Brotherhood of Sleeping Car Porters
4006½ S. Central Avenue
Los Angeles, California

Dear C. L.:

Thanks a lot for memorandum on hotel reservation with return of check of $10.00 sent as deposit.

Would like to request that you secure a good musical number of a high order, either pianist or vocal solo, for the Labor Cultural Hour, Sunday evening, October 4th, in whatever place you have arranged for this affair.

May I also request that you arrange to have someone meet Mr. Horace W. Harper, labor member of the Railroad Retirement Board, who will arrive in Los Angeles, Monday morning, October 5th, around 8:45 a.m. to address the Brotherhood Convention. Also kindly arrange hotel reservations for him.

Fraternally yours,

A. Philip Randolph
International President

APR:W

P.S. Kindly arrange to secure an A.F.L. photographer to take the pictures of both Conventions. Have him available so that Brother Brown may be able to contact him immediately he arrives at the station on the Convention Special.

September 16, 1953

Mr. C. L. Dellums
International Vice President
Brotherhood of Sleeping Car Porters
4006½ S. Central Avenue
Los Angeles, California

Dear C. L.:

Just a word about the stenotypist we will need to take the proceedings of the Convention. We have used a firm located in Chicago at all of our Conventions but whenever they have to make a trip we are required to pay the expenses of the trip. Since our Convention will be in Los Angeles, I think the expense for the trip for the stenotypist to and fro is too much if we were to use the one in Chicago. Therefore, I want to request that you secure a firm of stenotypists in Los Angeles which we may use to take proceedings of our Convention. No doubt the Ladies Auxiliary will need one also, but I am not speaking for them in this letter.

Fraternally yours,

A. Philip Randolph
International President

APR:W

September 16, 1953

Mrs. Halena Wilson, International President
Ladies Auxiliary
Brotherhood of Sleeping Car Porters
3947 Drexel Boulevard
Chicago 15, Illinois

Dear Sister Wilson:

What about the stenotypist to take the proceedings of your Convention? I would suggest that you have Brother Dellums secure one in Los Angeles since if you use the one you have used in the past, you will be required to pay the expense of the trip to and fro, in addition to the fee.

Fraternally yours,

A. Philip Randolph
International President

APR:W

FEDERAL HOUSING ADMINISTRATION
WASHINGTON 25, D. C.

OFFICE OF
THE COMMISSIONER

September 21, 1953

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, N. Y.

Dear Mr. Randolph:

I sincerely appreciate your invitation to attend the First Triennial Convention of the Brotherhood of Sleeping Car Porters on its Twenty-eighth Anniversary in Los Angeles, California, October 4 - 9, 1953. Due to previous commitments, and also the fact that we have just completed our annual conference of Racial Relations Officers of the FHA, I will be unable to attend the convention.

I wish to extend greetings and hope that you will have a successful and fruitful convention.

Fraternally yours,

George W. Snowden

George W. Snowden
Minority Group Housing Advisor

International Officials

A. Philip Randolph
International President

Ashley L. Totten
International Secretary-Treasurer
International Office:
217 West 125th Street
New York 27, N. Y.

C. Laurence Dellums
International Vice-President
Pacific Coast Zone Supervisor
1716 Seventh Street
Oakland 20, California

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants

AN INTERNATIONAL UNION

Affiliated with the A. F. of L.

LOS ANGELES DIVISION HEADQUARTERS

4006½ SOUTH CENTRAL AVENUE
LOS ANGELES 11, CALIFORNIA
Tel. Adams 35023

Division Officers

President
James White

Vice-Presidents
W. T. Nickleberry
Leon Farley

Secretary-Treasurer
L. B. Thompson

September 21, 1953

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

Dear Chief:

Enclosed you will find the hotel reservation for Harris W. Harper at the Statler Hotel, 930 Wilshire Boulevard, Los Angeles, California.

I would think it advisable to get it to him, so that if we cannot find him upon his arrival, he can take a cab and go on to the Statler. I would think it would be difficult to find a stranger in a station that large at that time of morning.

Fraternally yours,

L. B. Thompson

L. B. Thompson, Chairman
Brotherhood Housing Bureau

LBT/ng
Enclosure

[1953]

BROTHERHOOD OF SLEEPING CAR PORTERS
An International A.F.L. Union
217 West 125th Street
New York 27, N. Y.

IMMEDIATE PRESS RELEASE

Theodore E. Brown, Director
Research, Education and Publicity
Available - Sept. 29th, 30th
3947 Drexeil Blvd., Kenwood 8-3100
Chicago, Ill.

SLEEPING CAR PORTERS' CONVENTION SPECIAL TO LOS ANGELES

New York, N. Y., Sept. 22. - The A. F. L. Brotherhood of Sleeping Car Porters' 17 car, all Pullman, Convention Special train, with more than 300 delegates and friends aboard for the union's first West Coast convention leaves over the Chicago, Burlington and Quincy Railroad from Chicago's Union Station for Los Angeles on Thursday, October 1, at 10:30 A.M.

The union, which numbers 18,000 members organized in 107 locals scattered throughout the United States and Canada, will consider matters not only of local Brotherhood interest but economic and political questions affecting the American Negro, in particular, and the American people, in general. It will also consider resolutions regarding U. S. international relations and foreign policy.

Stopping along the way for sight-seeing trips in Denver and Salt Lake City, the Special is due to arrive in Los Angeles on the morning of October 4, the day of the opening of the union's first triennial convention and twenty-eighth anniversary celebration.

Pullman and railroad porters, attendants, maids, Brotherhood officials and friends of the union will converge on Chicago from many sections of the East, Middle West and Canada for the westward movement.

The Brotherhood's Chicago Division office at 3947 Drexel Boulevard, under the supervision of first international vice president, M. P. Webster, is planning to welcome the California-bound delegates and send them off with a gala party on Wednesday evening, September 30, at the Western Light Lodge Ballroom at 47th Street and Princeton in Chicago at 8:30 P.M.

The Brotherhood of Sleeping Car Porters was founded twenty-eight years ago in New York City. The international officers, in addition to Mr. Webster, are: A. Philip Randolph, international president, New York; Ashley L. Totten, international secretary-treasurer, New York; Bennie Smith, vice president, Detroit; C. L. Dellums, vice president, Oakland and T. D. McNeal, vice president, St. Louis.

The convention, which opens on October 4, and lasts a week, will hear prominent A. F. of L. leaders, including President George Meany; Director of Workers' Education for the A. F. of L., John Connors; James L. McDevitt, Director of the A. F. L. Labor's League for Political Education and others.

[1953]

BROTHERHOOD OF SLEEPING CAR PORTERS
An International A.F.L. Union
217 West 125th Street
New York 27, N. Y.

Theodore E. Brown, Director
Research, Education and Publicity
Available - Oct. 4 - 9
Cosmopolitan Hotel
360 S. Westlake Ave., Los Angeles, Cal

IMMEDIATE PRESS RELEASE

SLEEPING CAR PORTERS OPEN CONVENTION IN LOS ANGELES OCTOBER 4

New York, N. Y., Sept. 23. - For the first time in its 28 year history the A.F.L. Brotherhood of Sleeping Car Porters will hold a convention on the West Coast when on October 4 the union's first triennial convention and 28th anniversary celebration will open with more than 500 delegates from every section of the United States and Canada.

Headed by its international president, A. Philip Randolph, the union will get under way with a public mass meeting on Sunday, October 4, with A.F.L. president, George Meany, delivering the principle address. The meeting, which will be held at the Second Baptist Church 23rd and Griffith, and is open to the public, will be the first of many sessions in which the organization will deal not only with union problems but also with economic and political issues affecting the American Negro's efforts for complete equality in every phase of American life.

For the past several months the local Brotherhood's Los Angeles office at 4006½ S. Central Avenue has been busy making arrangements to receive the thousands of union delegates, porters and their relatives and friends, who will converge on Los Angeles on October 4. Mr. C. L. Dellums of Oakland, California, who is an international vice president of the organization, is in charge of convention arrangements. He has been busy in the city for the past several months making certain that all details for a successful convention is properly taken care of. The headquarters for the convention will be at the Cosmopolitan Hotel, located at 360 So. Westlake Avenue,

One of the highlights of the convention is the 17 car, all Pullman, Convention Special train which will leave Chicago on October 1, over the Chicago, Burlington and Quincy Railroad, stopping along the way for sightseeing trips in Denver and Salt Lake City, and arriving over the Union Pacific Railroad in Los Angeles' Union Station, 10:30 Sunday morning, October 4. This special train will have on board more than 300 delegates and friends of the organization.

The international officers of the Brotherhood, in addition to Mr. Dellums, are A. Philip Randolph, president, New York; Ashley L. Totten, secretary-treasurer, New York; M. P. Webster, vice president, Chicago; Bennie Smith, vice president, Detroit and T. D. McNeal, vice president, St. Louis.

[1953]

BROTHERHOOD OF SLEEPING CAR PORTERS
An International A.F.L. Union
217 West 125th Street
New York 27, N. Y.

PRESS RELEASE

Theodore E. Brown, Director
Research, Education and Publicity

SLEEPING CAR PORTERS' LOS ANGELES CONVENTION SPECIAL TO PAUSE FIVE HOURS IN DENVER

New York, N. Y. Sept. 24. - More than 300 delegates to the A.F.L. Brotherhood of Sleeping Car Porters' Los Angeles convention will stop over in Denver for five hours on the morning of October 2. The delegates will arrive aboard a seventeen-car, all Pullman Special, via the Chicago, Burlington and Quincy Railroad at 7:30 A.M. At. 9:00 A.M. buses will take the sight-seers from Denver's Union Station for a brief visit to the Civic Auditorium and State Capitol. The special train will leave Denver over the Denver and Rio Grande Railroad at 11:59 A.M.

The delegates will be bound for Los Angeles where the union will open its first West Coast convention and will celebrate its 28th anniversary. This will also be the union's first triennial convention and is expected to last a week.

The Brotherhood, which numbers 18,000 members organized in 107 locals scattered throughout the United States and Canada, will consider matters not only of local Brotherhood interest, but economic and political questions affecting the American Negro, in particular, and the American people, in general. It will also consider resolutions regarding United States international relations and foreign policy.

The international officers of the Brotherhood are: A. Philip Randolph, president, New York; Ashley L. Totten, secretary-treasurer, New York; M. P. Webster, vice president, Chicago; Bennie Smith, vice president, Detroit; C. L. Dellums, vice president, Oakland and T. D. McNeal, vice president, St. Louis.

International Officials

A. Philip Randolph
International President

Ashley L. Totten
International Secretary-Treasurer
International Office:
217 West 125th Street
New York 27, N. Y.

C. Laurence Dellums
International Vice-President
Pacific Coast Zone Supervisor
1716 Seventh Street
Oakland 20, California

BROTHERHOOD of SLEEPING CAR PORTERS
Train, Chair Car, Coach Porters and Attendants

AN INTERNATIONAL UNION
Affiliated with the A. F. of L.

LOS ANGELES DIVISION HEADQUARTERS
4006½ SOUTH CENTRAL AVENUE
LOS ANGELES 11, CALIFORNIA
Tel. Adams 35023

Division Officers

President
James White

Vice-Presidents
W. T. Nickleberry
Leon Farley

Secretary-Treasurer
L. B. Thompson

September 23, 1953

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
Sherman Hotel
St. Louis, Missouri

Dear Chief:

No doubt Webb told you that we ran into some trouble in getting rooms in downtown hotels. The colored hotels were pretty full, and I believe onlyabout eighty rooms is all we can get in all of the colored hotels together. This meant that we needed about one hundred rooms downtown. We had to turn to the A. F. of L. for some pressure, but we got it, and now we have plenty of rooms, and hotels are actually calling us offering us rooms. Seems like everybody is trying to clean his nose.

Now, what I am really writing about; I think it advisable to have Brother Totten transfer some more money out here. I have had a total of $10,000. in our convention account. But, I am beginning to feel now, the $10,000. won't finance the convention. The soiree, the stenotypists, the public mass meeting and the printing will be the big bills, and I am of the opinion that the total of everything it takes to put on a convention is going to run more than $10,000. Therefore, please have Brother Totten send me a check for some more money to go into the convention account.

Fraternally yours,

C. L.

C. L. Dellums
International Vice-President

CLD/ng

September 24, 1953

Mr. Horace W. Harper
Railroad Retirement Board
844 Rush Street
Chicago 11, Illinois

Dear Mr. Harper:

Find enclosed hotel reservation for your stay in Los Angeles at the Statler Hotel, 930 Wilshire Boulevard, Los Angeles, California, while in attendance at the First Triennial Convention of the Brotherhood of Sleeping Car Porters.

We received the reservation in yesterday's mail and as Mr. Randolph is presently in St. Louis at the convention of the American Federation of Labor, I am sending it on to you so you will have it in your possession in the event you should miss the welcoming committee sent to meet you at the station on the morning of October 5th.

Very truly yours,

Bernice Greene Wilds
Secretary

bgw
enclosure

BROTHERHOOD OF SLEEPING CAR PORTERS
An International A.F.L. Union
217 West 125th Street
New York 27, N.Y.
MOnument 2-5080

September 24th,1953

IMMEDIATE PRESS RELEASE

Theodore E. Brown, Director
Research, Education and Publicity

NEW YORK TO BE WELL REPRESENTED AT BROTHERHOOD'S LOS ANGELES CONVENTION

More than one hundred New Yorkers will journey to Los Angeles for the first west coast convention of the A.F. of L's Brotherhood of Sleeping Car Porters, which begins on October 4th.

The union which was founded in New York City in 1925 will be celebrating its 28th Anniversary and First Triennial Convention.

Most of the New York officials, delegates and Brotherhood friends to the convention will leave Chicago October first on a 17 car, all Pullman, Brotherhood Special as part of more than 300 Eastern and Mid-westerners who will attend the one week convention. After sightseeing stops in Denver and Salt Lake City the special train will arrive in Los Angeles the morning of October 4th. Headed by its international president, A. Philip Randolph, the union will get under way with a public mass meeting on Sunday, October 4th, with AFL president George Meany delivering the principle address.

The union, which numbers 18,000 members organized in 107 locals scattered throughout the United States and Canada, will consider matters not only of local Brotherhood interest but economic and political questions affecting the American Negro, in particular, and the American people, in general. It will also consider resolutions regarding U.S. international relations and foreign policy.

BROTHERHOOD OF SLEEPING CAR PORTERS
An International A.F.L. Union
217 West 125th Street
New York 27, N. Y.

[1953]

PRESS RELEASE

Theodore E. Brown, Director
Research, Education and Publicity

SLEEPING CAR PORTERS HOLD FIRST TRIENNIAL CONVENTION AND 28TH ANNIVERSARY IN LOS ANGELES BEGINNING OCTOBER 4

New York, N. Y., Sept. 25. - For the first time in its 28 year history the A.F.L. Brotherhood of Sleeping Car Porters will hold a convention on the West Coast when on October 4 the union's first triennial convention and 28th anniversary celebration will open with more than 500 delegates from every section of the United States and Canada.

Headed by its international president, A. Philip Randolph, the union will get under way with a public mass meeting on Sunday, October 4, with A.F.L. president, George Meany, delivering the principal address. The week-long convention will hear other prominent persons from the American Federation of Labor and government service adress the convention. In addition to the serious convention work of developing union policy, the delegates and Brotherhood friends will find time to enjoy the sights around Los Angeles and participate in an elaborate entertainment program arranged by the union's Los Angeles local convention committee.

One of the highlights of the convention is the 17-car, all Pullman, Convention Special train which will leave Chicago on October 1, over the Chicago, Burlington and Quincy Railroad, stopping along the way for sightseeing trips in Denver and Salt Lake City, and arriving over the Union Pacific Railroad in Los Angeles' Union Station, 10:30 A.M. Sunday, October 4. This special train will have on board more than 300 delegates and friends of the organization.

The international officers of the Brotherhood, in addition to Mr. Randolph, are Ashley L. Totten, secretary-treasurer, New York; M. P. Webster, vice president, Chicago; Bennie Smith, vice president, Detroit; C. L. Dellums, vice president, Oakland and T. D. McNeal, vice president, St. Louis. The union numbers more than 18,000 members.

There have been many significant changes in the life of a porter. Wages have increased from $62.50 a month in 1925 to a base rate of $294.00 today. Whereas the number of hours a porter worked in 1925 was unlimited, often well over 300 hours, today the base rate upon which a monthly salary is determined is 205 hours. In addition, there is vacation pay and by virtue of the Railroad Retirement Act, certain sick, death and pension benefits are provided. But, perhaps of greater importance is the fact that the union has secured what is commonly called 'industrial civil rights' for the porter on the job. No longer is he regarded as a peice of equipment but rather as a dignified human being making a significant contribution to one of America's basic industries.

The Brotherhood of Sleeping Car Porters was founded in New York City in August of 1925. The union's international office is still in New York but the organization has grown so that today there are 107 locals in 39 states and the Dominion of Canada. As the duly authorized collective bargaining agent for Pullman, train and coach porters and attendants and maids in the Pullman service, the organization has come to be recognized as one of the most significant trade unions in America. Under the leadership of its international president, A. Philip Randolph, it has also been a leader in the fight for complete equality for the American Negro in all facets of American life. Such programs as the fight for a national FEPC law, President Roosevelt's historic FEPC Executive Order in June, 1941, the program to eliminate Jim Crow from the armed services, which was in high gear in 1948, the organizing of a program which today finds Negro firemen operating on the diesel engines on many railroads of the country, are just a few of the contributions that the union has made to a more democratic society in the United States by helping to guarantee equality of opportunity for all Americans.

International Officials

A. PHILIP RANDOLPH
International President

ASHLEY L. TOTTEN
International Secretary-Treasurer
International Office:
217 West 125th Street
New York 27, N. Y.

C. LAURENCE DELLUMS
International Vice-President
Pacific Coast Zone Supervisor
1716 Seventh Street
Oakland 20, California

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants

AN INTERNATIONAL UNION

Affiliated with the A. F. of L.

LOS ANGELES DIVISION HEADQUARTERS

4006½ SOUTH CENTRAL AVENUE
LOS ANGELES 11, CALIFORNIA
Tel. Adams 35023

Division Officers

President
JAMES WHITE

Vice-Presidents
W. T. NICKLEBERRY
LEON FARLEY

Secretary-Treasurer
L. B. THOMPSON

September 28, 1953

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
3947 Drexel
Chicago 15, Illinois

Dear Chief:

Enclosed you will find copies of the resolutions. I am sending them on, so that you may have a chance to read them on the train.

I, particularly, want to call your attention to the constitutional amendments submitted by me. I want to make it clear, that I do not feel that any of my amendments are needed as of now, but I feel that we should strengthen and put every safeguard necessary in the Constitution ourselves. So, they were submitted from the viewpoint of looking toward the future. I hope you agree with them.

Fraternally yours,

C. L.

C. L. Dellums
International
Vice-President

CLD/ng
Enclosures

ONE GOD ONE BROTHERHOOD

ETHIOPIAN WORLD FEDERATION, Inc.

To promote the General Welfare of THE BLACK PEOPLE OF AFRICA AND THEIR DESCENDANTS throughout the World

International Headquarters:
151 LENOX AVENUE
New York 26, N. Y.

Phone: UNiversity 4-9511

INTERNATIONAL OFFICERS
LUCIUS L. DeLANY
President
EUDORA PARIS
First Vice-President
ROBERT L. JOHNSON
Second Vice-President
GEORGE A. BRYAN
Executive Secretary
MAE ROACH
Treasurer
MAYME RICHARDSON
Organizer
MORRIS MATTAVOUS
Chaplain
CHARLES WILLIAMS
Sergeant-at-Arms

EXECUTIVE MEMBERS
HOMER HENDERSON
AIDA BASTIAN
EDDIE MAE COCHRAN

ASSISTANT OFFICERS
GLADYCE J. HARVEY
Assistant Executive Secretary
Mme. VERA DeSALA
Assistant Treasurer
WINSTON EVANS
Assistant Organizer
THOMAS JACKSON
Assistant Organizer
ROBERT L. JOHNSON
Assistant Organizer

ADVISORY BOARD
REGINALD BIRCH
CLARENCE HILLMAN
G. M. BLACKETT
ELIZABETH PALMER
CARRIE PRICE
WILSON KNOWLES
WILLIAM THOMAS

September 28, 1958

Tri-ennial of the International Brotherhood of
Sleeping Car Porters
c/o Mr. C. L. Dellmus, 3rd International vice-pres. (BSCP)
1716 Seventh Street,
Oakland, Calif.

Dear Friends and Fellow Afro-Americans:

The ETHIOPIAN WORLD FEDERATION, Inc., through this medium wishes to extend to you greetings and felicitations on this auspicious occasion of your organization.

It therefore gives us much pleasure to inform you of the great opportunity offered to the Black Americans, a Land-Grant that has been given to Afro-Americans, through the ETHIOPIAN WORLD FEDERATION, Inc., by His Imperial Majesty Emperor Haile Selassie I, for the support given ETHIOPIA during her period of distress. We are sure that all forward looking and progressive organizations and groups will wish to take advantage of this far-reaching opportunity.

Those making applications must have the pioneering spirit and a willingness to cooperate. Those with mechanical ability are preferrable at present; such as carpenters, plumers, masons and people with farming knowledge. Each person taking advantage of this opportunity should have a capital of ($1,500) fifteen hundred dollars, exclusive of traveling expenses. As much land will be given migrants as can be developed. There are also great opportunities for the medical profession. Further information can be obtained at the above address.

Wishing you a very successful convention and trusting that our mutual effort will prove beneficial to all concerned; We are

Yours for Racial advancement,

Lucius L DeLany
LUCIUS L. DELANY, International President

George A. Bryan
GEORGE A. BRYAN, Executive Secretary

GLADYCE J. HARVEY, Assistant

LLD:GAB:gjh

A National Weekly Newspaper Owned and Edited by the Railroad Workers of America

LABOR

LABOR BUILDING, 10 INDEPENDENCE AVENUE, S. W.
WASHINGTON 24, D. C.

Board of Directors:
T. C. CARROLL
R. O. HUGHES
D. B. ROBERTSON
D. W. TRACY
A. J. HAYES
ANTHONY MATZ

NOT PUBLISHED FOR PROFIT
ACCEPTS NO ADVERTISING

RUBEN LEVIN, Editor and Manager
EDWARD KEATING, Manager-Editor Emeritus
W. P. NEVILLE, Treasurer

Official Washington Weekly Paper of the following Recognized Standard Railroad Labor Organizations:

Brotherhood of Locomotive Engineers, J. P. Shields, Grand Chief Engineer.

Brotherhood of Locomotive Firemen and Enginemen, D. B. Robertson, President.

Order of Railway Conductors, R. O. Hughes, President.

International Brotherhood of Blacksmiths, Drop Forgers and Helpers, John Pelkofer, General President.

International Association of Machinists, A. J. Hayes, International President.

International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America, Chas. J. MacGowan, President.

Sheet Metal Workers' International Association, Robert Byron, President.

International Brotherhood of Electrical Workers, D. W. Tracy, International President.

Brotherhood Railway Carmen of America, Irvin Barney, General President.

Switchmen's Union of North America, A. J. Glover, President.

Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employes, Geo. M. Harrison, Grand President.

The Order of Railroad Telegraphers, G. E. Leighty, President.

Brotherhood of Maintenance of Way Employes, T. C. Carroll, President.

Brotherhood of Railroad Signalmen of America, Jesse Clark, President.

International Brotherhood of Firemen and Oilers, Anthony Matz, President.

Railway Employes' Department, American Federation of Labor, Michael Fox, President.

Sept. 30, 1953

Mr. A. Philip Randolph, President,
Brotherhood of Sleeping Car Porters,
Cosmopolitan Hotel, 360 N. Westlake ave.,
Los Angeles, Calif.

Dear Brother Randolph,

I am enclosing a copy of this week's LABOR containing a little advance story on Page 1, relative to your convention. Also, we are shipping, via Railway Express, 250 copies of the issue to you. I thought you may wish to distribute them to the delegates sometime during your convention.

May I add that we would be happy to run a follow up story on the highlights of your convention. If you have someone available to do so, I would appreciate if such person would send us a news story of 600 to 700 words, covering the highspots of the first few days. Such a story should be sent out, airmail, special delivery, on Monday night, or at the latest Tuesday morning. We go to press on Wednesdays. Also, if anything exceptionally important occurs on Tuesday, we would be glad to have a brief wire of not over 150 to 200 words, sent out night press rate collect on Tuesday night.

It would be very helpful also if, at the close of the convention, such person sends us another story, via airmail special, covering all actions taken during the latter part of the convention. A good news photo of yourself in conference with several other officers or with some visiting dignitary, would also be welcome.

Let me add my best wishes for an interesting and successful convention.

Fraternally,

Ruben Levin

Ruben Levin, Editor and Manager

29

Carry in
the proceedings

NATIONAL LABOR SERVICE

336 FOURTH AVENUE NEW YORK 16, N. Y. MURRAY HILL 5-0181

HARRY FLEISCHMAN, Director

September 30, 1953

Mr. A. Philip Randolph, President,
Brotherhood of Sleeping Car Porters, AF of L,
Cosmopolitan Hotel,
360 S. Westlake Ave.,
Los Angeles, Calif.

Dear Brother Randolph:

The National Labor Service of the American Jewish Committee is happy to take this opportunity to greet the Los Angeles Convention of the Brotherhood of Sleeping Car Porters.

We want to congratulate you upon the tremendous improvements your union has wrought in the lives of pullman porters -- the improved wages and working conditions and the human dignity your members now enjoy. In addition, we hail the leadership your union and you personally have brought to the fight for complete equality of Negroes and whites and the attainment of civil rights for all. Your organization has been in the forefront of the campaign for a national FEPC law, in a program to eliminate "Jim Crow" from the armed services, and for the eliminating of discrimination in unions and in the community.

We are confident that your continued leadership in this field will be welcomed by millions of Americans and will speed the day when equality of opportunity will be the living birthright of all Americans.

Fraternally yours,

Harry Fleischman

Harry Fleischman, Director
National Labor Service

HF:ph

[illegible] President

Alpha Kappa Alpha Alpha Phi Alpha Delta Sigma Theta Kappa Alpha Psi Sigma Gamma Rho Zeta Phi Beta

American Council on Human Rights

1130 Sixth Street, N.W. Washington 1, D. C. COlumbia 5-7307

Director
ELMER W. HENDERSON

BOARD OF DIRECTORS

President
BERTELL COLLINS WRIGHT
Delta Sigma Theta

Vice President
SALLIE NUBY EDWARDS*
Sigma Gamma Rho

Corresponding Secretary
BEULAH T. WHITBY
Alpha Kappa Alpha

Recording Secretary
EVELYN B. POPE
Zeta Phi Beta

Treasurer
W. HENRY GREENE*
Kappa Alpha Psi

General Counsel
AUBREY E. ROBINSON, JR.
Alpha Phi Alpha

EMMA MANNING CARTER
Sigma Gamma Rho

BEATRICE W. FOX
Sigma Gamma Rho

EDNA OVER GRAY
Alpha Kappa Alpha

DOROTHY I. HEIGHT*
Delta Sigma Theta

LAURA T. LOVELACE*
Alpha Kappa Alpha

WILLIAM N. LOVELACE
Alpha Phi Alpha

PATRICIA ROBERTS
Delta Sigma Theta

JAMES E. SCOTT
Kappa Alpha Psi

A. MACEO SMITH*
Alpha Phi Alpha

J. ERNEST WILKINS
Kappa Alpha Psi

JULIA B. WILSON
Zeta Phi Beta

NANCY B. WOOLRIDGE*
Zeta Phi Beta

* National President

October 1, 1953

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters, A.F.L
Cosmopolitan Hotel
Los Angeles, California

Dear Brother Randolph:

Will you kindly extend to the First Triennial Convention of the Brotherhood of Sleeping Car Porters the warm fraternal greetings of the American Council on Human Rights. We salute your great accomplishments in bringing dignity, security, organization and decent wages to the Sleeping Car Porters of our country. We hail the Brotherhood for its leadership in the great struggle for equality of justice and opportunity for all people.

Carry on the fight until victory is won. The Greek-letter societies in ACHR are with you all the way.

Cordially,

Elmer W. Henderson

Elmer W. Henderson
Director

Constructive
~~Progressive and Effective~~
Operation: Toward ~~Strong~~ A Trade Union Organization

THEME: WORKERS' EDUCATION ~~FOR THEIR ECONOMIC, POLITICAL AND SOCIAL LIBERATION AND SALVATION.~~

PROGRAM

FIRST TRIENNIAL CONVENTION

and

TWENTY-EIGHTH ANNIVERSARY

BROTHERHOOD OF SLEEPING CAR PORTERS

October 4 - 9, 1953

ELKS AUDITORIUM

4016 South Central Avenue
Los Angeles, California

Sunday, October 4, 1953

9:30 A.M. - 2:00 P.M.

REGISTRATION OF DELEGATES

Elks Home
4016 South Central Avenue

2:30 P.M.

PUBLIC LABOR EDUCATION MEETING

Second Baptist Church
23rd and Griffith

Chairman: C. L. Dellums, Intl. Vice President, BSCP

PROGRAM

1. Invocation
2. National Anthem
3. Introductory Remarks by Chairman, C. L. Dellums
4. Greetings from Prominent Citizens and Outstanding Leaders of Organizations
5. Address......Mrs. Halena Wilson, Intl. President, Ladies Auxiliary, BSCP
6. Negro National Anthem
7. Address.......M. P. Webster, First Intl. Vice President, BSCP
8. Solo
9. Principal Address........George Meany, President, American Federation of Labor
10. Brotherhood Marching Song
11. Address........A. Philip Randolph, International President, BSCP
12. "John Brown's Body"
13. Benediction

Sunday, October 4, 1953 (continued)

7:30 P.M.

LABOR CULTURAL HOUR

Chairman: Theodore E. Brown, Director, REsearch and Education, BSCP

1. Introduction of Brotherhood and Ladies Auxiliary Officials, National and Local
2. Showing of Brotherhood Film and other films on Labor and Civil Rights
3. Brotherhood Marching Song
4. Address: "The Brotherhood of Sleeping Car Porters' Contribution to the Negro Worker." - Ashley L. Totten, Intl. Secretary-Treasurer, BSCP
5. Solo
6. "John Brown's Body"

Monday, October 5, 1953

9:30 A.M.

REGISTRATION OF DELEGATES

10:00 A.M.

OPENING OF BROTHERHOOD OF SLEEPING CAR PORTERS CONVENTION WITH PARTICIPATION OF LADIES AUXILIARY

Chairman: James White, president, Los Angeles Division
Opens Convention and Introduces C, L. Dellums, Intl. Vice President

Welcome Address: C. L. Dellums

Introduction of A. Philip Randolph, Intl. President and Chairman of Convention

Keynote Address: A. Philip Randolph

Appointment of Committees

Report of Credentials Committee

Report of Rules Committee

Report of International Secretary-Treasurer - Ashley L. Totten

Reading of Greetings: Ashley L. Totten

11:30 A.M.

Address: "The Value of the Railroad Retirement Law to Railway Workers Today." - William J. Kennedy, Chairman, Railroad Retirement Board

12:30 P.M.

Recess for Luncheon

2:00 P.M.

SIGHTSEEING TOUR

7:00 P.M.

Committee Meetings

Elks Auditorium
(Room to be designated)

9:00 P.M.

BROTHERHOOD SOIREE

Master of Ceremonies____________________

Tuesday, October 6, 1953

9:30 A.M.

OPENING OF CONVENTION OF LADIES AUXILIARY TO THE BROTHERHOOD OF SLEEPING CAR PORTERS

ELKS HOME
4016 South Central Avenue

BROTHERHOOD CONVENTION - SECOND SESSION

Report of Credentials Committee (continued)

BROTHERHOOD LABOR EDUCATION DAY
Grievances and Claims
Revised Agreement

Chairman: C. L. Dellums - Third International Vice President

12:30 P.M.

Recess for Luncheon

2:00 P. M. THIRD SESSION

BROTHERHOOD LABOR EDUCATION DAY (continued)

7:00 P.M.

COMITTEE MEETINGS
(Place to be designated)

8:00 P.M.

LADIES AUXILIARY RECEPTION

Wednesday, October 7, 1953

9:30 A.M. FOURTH SESSION

Report of International Executive Board

Report of Auditing Committee

Report of Committees

12:30 P.M.

Recess for Luncheon

2:30 P.M. FIFTH SESSION

REPORT OF COMMITTEES (continued)

Report of Grievance and Claims Committee

Report of Committee on Train Porters

Report of Committee on Resolutions and Constitution

8:00 P.M.

LADIES AUXILIARY WORKSHOP

(Place to be announced)

Thursday, October 8, 1953

9:30 A.M. **SIXTH SESSION**

REPORT OF COMMITTEES

12:30 P.M.

Recess for Luncheon

2:00 P.M. **SEVENTH SESSION**

REPORT OF COMMITTEES (continued)

ELECTION OF OFFICERS

Friday, October 9, 1953

9:30 A.M. EIGHTH SESSION

BROTHERHOOD LABOR EDUCATION DAY

Report: THEODORE E. Brown, Director, Education and Research, BSCP

10:00 A.M.

Address: "Meaning and Value of Workers' Education to the Trade Union Movement." - John D. Connors, Director, Workers' Education Bureau

11:00 A.M.

Address: "Labor's Stake in the Ballot and Government."
Jas. L. McDevitt, Director, Labor's League for Political Education

12:00 P.M.

Summary: A. Philip Randolph, International President, BSCP

12:30 P.M.

Recess for Luncheon

2:00 P.M. NINTH SESSION

GOOD AND WELFARE OF THE BROTHERHOOD

Chairman: Delegate to Convention

General Discussion

10:00 P.M. CONVENTION BALL

ASA PHILIP RANDOLPH

SUBJECT FILE BROTHERHOOD OF SLEEPING CAR PORTERS

1st Triennial Convention
28th Anniversary

1953

(2)

St. Louis 3, Missouri Division Headquarters 3

11 No. Jefferson Street

[illegible] Stake – 3 [illegible]

THEME: OPERATION: WORKERS' EDUCATION TOWARD CONSTRUCTIVE TRADE UNION ORGANIZATION

Theme: [illegible]

ALs-6084
Covington

CALL

to the

Second 2nd

FIRST TRIENNIAL CONVENTION

and

Thirty-first 31st

TWENTY-EIGHTH ANNIVERSARY

of the

BROTHERHOOD OF SLEEPING CAR PORTERS

September 9-14-16

October 4-9, 1953

Los Angeles, California

St. Louis, Missouri

6 – [illegible]

June, 1953

To the Officers and Members of the Brotherhood of Sleeping Car Porters

GREETINGS:

You are hereby notified that, in accordance with the Constitution and General Laws of the Brotherhood of Sleeping Car Porters, the 2nd First Triennial Convention of the Brotherhood of Sleeping Car Porters will be held in the ~~Elks~~ YMCA ~~Home~~ St., Los Angeles, California, beginning 9:30 A.M., Monday, O~~ctober~~ Sept 10 5, 195~~3~~6, and will continue in session from day to day until the business of the Convention shall have been completed.

- - - -

This Call to the ~~First~~ 2nd Triennial Convention is proclaimed at an hour when the world is besieged, battered and bewildered by a cold, ideological war, which may, by the slightest incident, be transformed into a hot, atomic, hydrogen war of incalculable devastation and ruin.

If the moral order collapsed and atomic warfare should come upon the world, another Dark Ages may not be far behind.

Verily, the aftermath of World War II constitutes a continuing, sharpening and deepening crisis of fearful proportions and ominous and forbidding tensions.

With civil wars and revolutions sweeping the world; with Western democracy and Russian totalitarianism embattled at Armageddon; with the world of color awakened and aroused, and in the flames of rebellion against the oppression and hate of white supremacy, one is persuaded to ask of modern man, "whither doth thou trend?"

Labor, black and white, Jew and Gentile, Catholic and Protestant, have a vital stake in these great, stupendous and violent world changes, the catastrophic or beneficent effects of which none can escape or, perhaps, forsee.

Labor has a stake in the resettlement and stabilization and pacification of Europe through the former Marshall Plan, now the Mutual Security Plan, which releases forces for the reconstruction and restabilization of the economic, political and social institutions that provide the basis for the growth and development of democracy and freedom and economic security.

Labor has a stake in the continued existence, growth, work and strength of the United Nations which may become the foundation of a World Government of cooperation and peace. No agency today merits greater support because of its great contribution to the cause of world peace than the United Nations.

Labor has a stake in the North Atlantic Treaty Organizations to guard and protect the democratic countries from totalitarian aggression by the Kremlin.

But, though the Mutual Security Administration and the North Atlantic Treaty Organization may provide economic sustenance and also give assurances of protection to weak governments of Europe against the sinister and violent machinations of international Communism and Fascism, Europe and the world need more than that. They need a program of high moral purpose to supplement and complement material and military support.

With a guarantee of free, moral and spiritual expression to the peoples of Europe and the world, free from coercion or intimidation into acceptance of political dogmas and ideologies either from the right or left, a new Europe, a new Asia, a new Africa and a new Americas, will march forward with dignity, security and hope.

The threat of another war between the East and the West, in which the atomic bomb and modern scientific, destructive warfare may be used, and with the growth of the theories of Nazi racialism in Europe and America, and the growing forces of reaction everywhere, such as the McCarran Act and the Taft-Hartley Act, the workers of America face the necessity of undergirding themselves with the unity of the labor movement in which there will be no separate A.F. of L. and C.I.O., but only one comprehensive labor federated body represented by the

American Federation of Labor, regenerated and reoriented to militant, progressive, political and industrial action for democracy, peace and human dignity.

Labor in the United States must free itself of the corrosive influences of Communism and Communists, the one single force which has rent labor in twain and which has divided also the liberal movement, as well as the liberation movements of minorities throughout the world.

Perhaps, more devastating and destructive than the atomic or hydrogen bomb is the human, emotional bomb of hatred and prejudice of race, creed, color, religion, national origin or ancestry; for the chemical and biological advances for the annihilation of peoples is given impetus and force and direction by man's inhumanity to man. Probably, more than economic exploitation and oppression, has the insult to the vast masses of the peoples of Asia and Africa and the Isles of the Sea, by practices of white supremacy, driven them to revolutionary nationalism, with its long and bitter trail of blood and tears, pain and death; in quest, as it were, for the Holy Grail of human dignity and freedom.

The Brotherhood of Sleeping Car Porters, an affiliate of the A. F. of L. rededicates its mind and resources and life to the creation of a world where the forces of progress and salvation lie at the disposal of the common man in general, and the workers in particular, everywhere.

The Brotherhood calls upon the United States not only to continue and increase its economic aid for Europe and Asia but to develop a more expanded Point Four Plan for the West Indies and Africa.

SCHEDULED ACTIVITIES

The delegates of the respective divisions of the Brotherhood of Sleeping Car Porters of the United States and the Dominion of Canada will assemble in St Lo Los Angeles, California, Sunday, Sep 9 ~~October 4~~th and remain in session until the conclusion of the business of the Convention.

DELEGATES' REGISTER

The official headquarters of the 2nd ~~First~~ Triennial Convention of the Brotherhood will be in the YMCA Elks Auditorium, 4016 South Central Avenue, St Mo. Los ~~Angeles~~, Ca~~lifornia~~. All delegates are required to register at the official headquarters upon arrival to receive convention badges, programs and general instructions.

HOUSING

All delegates and officials should write the Chairman of the Convention, T McN B~~rother C. L. Del~~lums, International Vice President, at the Brotherhood's St ~~Los~~ L Ang~~eles Div~~ision headquarters, ~~4006½ So. Centr~~al Avenue, Los Angeles, California, Telephone - Adams 35023, advising him when they will arrive and whether they wish hotel accommodations. It is planned that ample hotel facilities will be available for the delegates and their families and friends. Delegates desiring to stop in private homes may indicate same, since a number of homes will be provided to accommodate them.

CONVENTION SESSIONS

The sessions of the Convention of the Brotherhood will open Monday, Sept 10 ~~October 5th~~, at 9:30 A.M. in the YMCA Elks Auditorium. All sessions of the Convention will be held here. If there is any change in the place of the Convention sessions, the officials, delegates and members of the local divisions will be notified of same.

PUBLIC LABOR EDUCATION MEETING

JC10

George Meany, President of the American Federation of Labor, has been invited to be the principal speaker at the Public Labor Education Meeting which will be held, Sunday afternoon, 3:00 P.M., Sep 9 ~~October 4th~~, in the Second Baptist Church,

[illegible]

23rd and Griffith, Los Angeles, California. Other speakers will be Mrs. Halena Wilson, International President, Ladies Auxiliary, M. P. Webster, First International Vice-President and A. Philip Randolph, International President.

This Convention of the Brotherhood marks the ~~28th~~ 31 year of the life and service of this great labor organization for the porters, attendants, bus boys and maids, train porters, chair car attendants and coach porters, in particular, and the Negro workers, in general.

In the deliberations of the Convention, grave and important problems of national and international significance will be discussed and legislation will be adopted, relating to such questions as: Point Four program in relation to Asia and Africa; United Nations; Military defense of Europe and Asia; Unemployment; Fair Employment Practice Legislation; Infiltration of trade unions by Communists; Unity of the labor movement; McCarthyism; Russia since the death of Stalin; Trends toward deflation and the coming recession; and the general position of the Negro and peoples of color in the struggle for democracy and peace.

REPRESENTATION

Representation at the Convention will be in accordance with Article 3 of the Constitution and General Rules of the Brotherhood of Sleeping Car Porters, which reads as follows:

> "The International Organization shall consist of the International President, International Secretary-Treasurer, four (4) International Vice-Presidents and the International Executive Board and delegates in proportional representation from each local division upon the basis of one delegate for the first one hundred (100) financial members or fraction thereof and one delegate for each additional one hundred (100) financial members or fraction thereof, numbering over twenty-five (25). Proportional representation from each local division shall be upon the basis of one vote for each twenty-five (25) financial members, with a minimum of one vote for each such local division."

CREDENTIALS

Credentials in duplicate will be forwarded to all local divisions of the Brotherhood. The original credential should be given to the delegate-elect, and the duplicate forwarded to International Secretary-Treasurer, Ashley L. Totten, at the International headquarters, 217 West 125th Street, New York City.

Since the Credential Committee will be the first committee appointed by the Convention of the Brotherhood, and in order that it may report as early as possible in the interest of proceeding with the work of the Convention, secretary-treasurers of the divisions are requested to mail the duplicate credentials of their respective delegates to the International Secretary-Treasurer immediately after elections.

RESOLUTIONS

Time Limit

Divisions and delegates are urged to send in their resolutions to the International Secretary-Treasurer or present them to him at the headquarters of the Convention, not later than Midnight, Aug 9 ~~September~~ 1st. Resolutions or proposals received after the expiration of the time limit shall be referred to the International Executive Board, and the Executive Board shall refer said resolutions and proposals to the Convention with the understanding that the consideration of aforementioned resolutions or proposals shall depend upon the unanimous consent of the Convention. Three copies of each resolution or proposal should be furnished the International Secretary-Treasurer.

If there is any further information regarding the Convention or arrangements for the convenience of the delegates, it will be communicated in a later circular or through the BLACK WORKER.

Fraternally yours,

A. Philip Randolph
International President

Ashley L. Totten

Ashley L. Totten
International Secretary-Treasurer

International Executive Board

M. P. Webster, First International Vice President and Chairman
B. Smith, Second International Vice President
C. L. Dellums, Third International Vice President
T. D. McNeal, Fourth International Vice President
T. T. Patterson, Secretary
James Martin
A. R. Dailey
Henry Yates
James White
~~John C. Mills~~ T. Boyd,
G. C. Garren
Ashley L. Totten
A. Philip Randolph

1925 1953

Program

First Triennial Convention

and

Twenty-eighth Anniversary

BROTHERHOOD
of
SLEEPING CAR PORTERS

AN INTERNATIONAL UNION
(AFFILIATED WITH THE A. F. of L.)

BROTHERHOOD OF SLEEPING CAR PORTERS

HOTEL COSMOPOLITAN
360 South Westlake Avenue
Los Angeles, California

October 4-9, 1953

THE OFFICERS

A. Philip Randolph, New York	International President
Ashley L. Totten, New York	International Secretary-Treasurer
Milton P. Webster, Chicago	International Vice-President
Bennie Smith, Detroit	International Vice-President
C. Laurence Dellums, Oakland	International Vive-President
T. D. McNeal, St. Louis	International Vice-President

LAY MEMBERS, INTERNATIONAL EXECUTIVE BOARD

T. T. Patterson, New York

J. D. Mills, Chicago

J. C. Martin, Chicago

H. Yates, Cleveland

A. R. Daily, St. Louis

G. C. Garran, New Orleans

James M. White, Los Angeles

GREETINGS AND WELCOME

TO ALL OFFICERS, DELEGATES AND VISITORS OF THE FIRST TRIENNIAL CONVENTION AND TWENTY-EIGHTH ANNIVERSARY OF THE BROTHERHOOD OF SLEEPING CAR PORTERS:

It is with mingled honor and pleasure that the members of our division extend greetings and welcome to the delegates and visitors representing our organization throughtout the United States and Canada.

In this great and important convention, our movement will be faced with a multitude of problems brought about by the rapid changes in a swiftly moving world. Many of the problems to be faced are caused by the fact, that we live in a climate of suspicion and fear. We, as workers, face the problems of labor, but, we, as non-white workers, still face the problem of color. Though, we have not reached first class citizenship yet, we feel that we are a little nearer. Though, we still do not have fair employment opportunities, we have tried to make the nation conscious of our God-given right to make an honest and decent living for ourselves and our families. Until everyone in the United States and Canada is recognized as free and equal. Without any handicap because of race, creed, color or national origin, we must continue to be a progressive and militant force.

These are just a few thoughts on some of our problems, and as we greet and welcome the delegates to this convention, we know that they will again demonstrate the abilities they have shown in th past in determining our policies for the coming years.

During your off duty hours, we hope you will find adequate and pleasurable opportunities to relax and enjoy our great city. Wishing each and every one of you a constructive and happy stay in the City of Angeles, and an enjoyable and safe trip home, we are,

Fraternally yours,

Los Angeles Division
Brotherhood of Sleeping Car Porters
James M. White, President
L. B. Thompson, Secretary-Treasurer

Sunday, October 4, 1953

REGISTRATION OF DELEGATES

HOTEL COSMOPOLITAN

10: A.M. - 2: P.M. – 7: P.M. - 8: P.M.

3: P.M.

Public Labor Education Mass Meeting

Second Baptist Church – 24th Griffith

Chairman – C. L. Dellums, International Vice-President, B.S.C.P.

PROGRAM

1.	Invocation	Rev. J. Raymond Henderson, 2nd Baptist Church
2.	National Athem	Choir, 2nd Baptist Church
3.	Introductory Remarks	Chairman, C. L. Dellums
4.	Welcome to Delegates and Visitors:	Dr. E. I. Robinson, President N.A.A.C.P.
5.	Welcome to	Thos. L. Pitts, President, California State Federation of Labor
7.	Lift Every Voice and Sing	Choir
6.	Address	Mrs. Halena Wilson, Int'l President Ladies' Auxiliary B.S.C.P.
8.	Address	Milton P. Webster, Int'l. Vice-President, B.S.C.P.
9.	Principal Address	George Meany, President, A. F. of L.
10.	Hold the Fort	Choir
11.	Address	A. Philip Randolph, Int'l. President B.S.C.P.
12.	John Brown's Body	
13.	Benediction	

Sunday Evening—7:30 P.M.

LABOR CULTURAL HOUR

HOTEL COSMOPOLITAN

Chairman: Theodore E. Brown, Director, Research & Education, B.S.C.P.

1. Introduction of Brotherhood & Auxiliary Officials....................National and Local
2. Showing of Brotherhood Film and other films on Labor and Civil Rights.
3. Brotherhood Music
4. Soprano Solo by Miss Delores Piper.
5. Recitation by Mrs. Acyee Bilbrew.
6. Popular songs by Miss Darlene Powell.
7. Address........................"The Brotherhood of Sleeping car Porters' Contribution to the Negro Worker". Ashley L. Totten, International Secretary-Treasurer.
8. Solo
9. John Brown's Body

◆

Monday, October 5, 1953—First Day

Joint Opening—Brotherhood and Ladies' Auxiliary

Call to Order..James M. White, President Los Angeles Division

Pledge of Allegiance to the Flag

Invocation..............................Rev. Harold M. Kingsley, Church of Christian Fellowship

Welcome and Greetings........W. J. Bassett, Secretary Los Angeles Central Labor Council

Welcome Address..C. L. Dellums

Keynote Address..A. Philip Randolph

Presentation of A. Philip Randolph for formal opening of Convention.

Address............................Horace W. Harper, Labor Member, Railroad Retirement Board

Report of Committee on Credentials

Report of Committee on Rules

Report of Int'l. Secretary-Treasurer Totten

AFTERNOON: NO SESSION

Hollywood Sightseeing Tour

Buses leave Hotel Cosmopolitan at 2:00 P.M.

EVENING 7: P.M.

Meeting of Committee on Resolution and Constitution—Hotel Cosmopolitan

BROTHERHOOD SOIREE

9: P.M. to 1: A.M.

FLORENTINE GARDENS – 5955 HOLLYWOOD BOULEVARD

◆

Tuesday, October 6, 1953—Second Day

Morning Session – 9:30 a.m.

Call to Order

Invocation: Chaplain

Report of Credential Committee (continued)

Grievances and Claims Day

(Revised Pullman Agreement)

Chairman – C. L. Dellums, Int'l Vice-President

12:30 P.M. — Recess for Lunch

AFTERNOON SESSION 2: P.M.

Grievances and Claims Committee (continued)

EVENING 7:30 P.M.

Ladies' Auxiliary Workshop – Hotel Cosmopolitan

Wednesday, October 7, 1953—3rd Day

Morning Session – 9:30 A.M.

Call to Order

Invocation: Chaplain

Report of Int'l. Executive Board

Report of Auditing Committee

Report of Committees

AFTERNOON SESSION 2: P.M.

Call to Order

Report of Committees

EVENING 8: P.M.

Ladies Auxiliary Reception and Exhibit

GOLDEN STATE INSURANCE COMPANY BUILDING

Western Avenue and Adams Boulevard

◆

Thursday, October 8, 1953—4th Day

Morning Session – 9:30 A.M.

Call to Order

Invocation: Chaplain

Report of Committees

AFTERNOON SESSION 2: P.M.

Call to Order

Report of Committees

Election of Officers

Friday, October 9, 1953—5th Day

Morning Session – 9:30 A.M.

Call to Order

Invocation: Chaplain

Brotherhood Labor Education Day

Report:..............................Theodore E. Brown, Director, Education & Resolution B.S.C.P.

Address:........"Meaning and Value of Workers' Education to the Trade Union Movement," John D. Conners, Director, Workers' Education Bureau

Address:........................."Labor's Stake in the Ballot & Government", James L. McDevitt, Director Labor League for Political Education

Summary:...A. Philip Randolph, Int'l. President B.S.C.P.

AFTERNOON SESSION 2: P.M.

Call to Order

Chairman: Delegate

Good and Welfare of the Brotherhood

General Discussion

Adjournment

EVENING 9: P.M.

Convention Ball – Hotel Cosmopolitan

CONVENTION COMMITTEE

C. L. DELLUMS, Chairman

L. B. THOMPSON, Vice-Chairman

L. H. James
W. C. Isaacs
E. J. Eley
C. Gordon
J. L. Johnson, S. P.
H. H. Jackson, S. Fe
D. Rainwater, U. P.

ANHEUSER-BUSCH, INC.

INVITES YOU

. . . to visit its

Hospitality Suite

The Continental Room

In the Cosmopolitan Hotel

October 4-9

Featuring Budweiser

"King of Beers"

Dave Holt Earl Griffin

Your Hosts

[1953]

ORIGINAL LETTER TO

WRITE TO MR. A. VON GONTARD
VICE-PRESIDENT
ANHEUSER-BUSCH. INC.
ST LOUIS MO.

C.C. TO MR JOHN FLANAGAN
1250. WILSHIRE BLVD
L.A. CALIF.
ANHEUSER-BUSCH INC

[1953]

EDUCATION FOR INCREASING DEMOCRACY IN OUR ECONOMIC, POLITICAL AND CULTURAL LIFE.

LEAGUE FOR INDUSTRIAL DEMOCRACY INC.

112 EAST 19 STREET NEW YORK 3, N. Y. ALgonquin 4-5865

JOHN DEWEY
Honorary President 1941-1952

NATHANIEL M. MINKOFF
President

MARK STARR
Chairman of Board

M. J. COLDWELL
JOHN HAYNES HOLMES
BRYN J. HOVDE
WILLIAM H. KILPATRICK
FRANCIS J. MCCONNELL
ALEXANDER MEIKLEJOHN
VIDA D. SCUDDER
BERTHA POOLE WEYL
Vice-Presidents

JOSEPH SCHLOSSBERG
Treasurer

HERMAN WOLF
Associate Director

JAMES FARMER
Student Field Secretary

JOHN K. BENEDICT
Field Secretary

KATRINA MCCORMICK BARNES
Publications Secretary

SARA KAPLAN
Office Manager

HARRY W. LAIDLER
Executive Director

BOARD OF DIRECTORS

LUIGI ANTONINI
FERN BABCOCK
GEORGE BACKER
SOLOMON BARKIN
MURRAY BARON
ARNOLD BEICHMAN
DANIEL BELL
NELSON BENGSTON
JOHN C. BENNETT
LEROY BOWMAN
ROSEMARY BULL
GEORGE CADBURY
JOHN L. CHILDS
CARA COOK
ALBERT SPRAGUE COOLIDGE
MAURICE P. DAVIDSON
MAX DELSON
SAMUEL DEWITT
KERMIT EBY
SAMUEL H. FINE
LOUIS FISCHER
ISABELLE FRIEDMAN
EPHRAIM FRISCH
BENJAMIN A. GEBINER
MARTIN GERBER
LOUIS P. GOLDBERG
MURRAY GROSS
CHARLES GROSSMAN
A. J. HAYES
ADOLPH HELD
SIDNEY HERTZBERG
MORRIS IUSHEWITZ
JOHN PAUL JONES
LEONARD S. KANDELL
MURRAY KEMPTON
LOULA D. LASKER
ABRAHAM LEFKOWITZ
MARX LEWIS
JULIUS MANSON
ABRAHAM MILLER
ISAIAH MINKOFF
EMANUEL MURAVCHIK
ISADORE NAGLER
BENJAMIN B. NAUMOFF
MORRIS NOVIK
JACOB PANKEN
ORLIE PELL
MILDRED PERLMAN
CARL RACHLIN
CARL RAUSHENBUSH
VICTOR G. REUTHER
JOHN ROCHE
GEORGE ROSS
ASHER W. SCHWARTZ
CLARENCE SENIOR
MAX SHEROVER
BORIS SHISHKIN
STERLING SPERO
RICHARD STRUNSKY
LOUIS STULBERG
NORMAN THOMAS
ASHLEY L. TOTTEN
WILLIAM C. VLADECK
PEARL WILLEN
NORMAN WILLIAMS, JR.
THERESA WOLFSON
CHARLES ZIMMERMAN

Carry in proceedings

October 6, 1953

President A. Philip Randolph
Brotherhood of Sleeping Car Porters
Cosmopolitan Hotel
360 West Lake
Los Angeles, California

Dear President Randolph:

You have doubtless received the following telegram which the Board of Directors of the L.I.D. asked be sent to the Brotherhood in convention assembled:

> "Heartiest greetings and congratulations on the Brotherhood's magnificent achievements in behalf of its members and the cause of social justice and democracy here and throughout the world. Here's to ever increasing strength and progress in the challenging days ahead."

The L.I.D. has followed the activities of the Brotherhood since its inception with the greatest of interest and pleasure.

Today the League for Industrial Democracy is beginning its forty-ninth year of educational activity at a time when the labor and progressive movement in this country is on the defensive. Federal labor and social legislation has come to a virtual standstill. The nation's resources are being alienated from the people through a gigantic "give-away" program. The Federal slum clearance and public housing program has been liquidated. A creeping paralysis of thought and action on controversial issues of the day exists in many of our educational institutions, while forces of special privilege are spending millions of dollars in presenting to students and faculties their anti-labor, anti-progressive points of view.

The L.I.D., dedicated to "education for increasing democracy in our economic, political, and cultural life", is continuing to combat these reactionary forces and to provide a genuine understanding of the history and achievements of organized labor and of other movements and programs for the social advance. In past years, many of the students who were reached by the message of the League are doing valued work for the labor and progressive movement in our industrial, political and educational life. Today it is sending noted lecturers to the campuses, and distributing popular and scientific pamphlets

NATIONAL COUNCIL: Charles Abrams, Angela Bambace, Jack Barbash, Helen Marston Beardsley, Brand Blanshard, Bjarne Braatoy, Wallace J. Campbell, James B. Carey, J. Henry Carpenter, Lewis Corey, George S. Counts, Grace L. Coyle, Samuel B. Eubanks, James T. Farrell, Harold U. Faulkner, Samuel H. Friedman, Clara G. Goldman, Harold M. Groves, Donald Harrington, Paul R. Hays, Eduard Heimann, Mary Fox Herling, Mary Hillyer, Sidney Hook, A. M. Kidd, Clifford Kirkpatrick, Cornelius Kruse, Aaron Levenstein, Alfred Baker Lewis, Ben E. Lippincott, Marcia J. Lyttle, Kenneth Macgowan, Harry A. Overstreet, Sherman Pratt, Paul W. Preisler, Karl Scholz, Winifred Smith, George Soule, Sidney Stark, Jr., George Streator, Monroe Sweetland, Frank N. Trager, Morris Weisz, Samuel S. White, William Withers, James E. Youngdahl and Phil Ziegler; *Student Representatives:* Gabriel Gersh, Harold Lewack, Jerome Breslaw and Alan Spiro. 490

to enlighten the students on the social issues of the day.

In the field of natural resources, the League is following up its splendid Spring Conference on "The Crisis in National and World Resources", participated in by Mrs. Roosevelt, former Secretary of Interior Oscar Chapman, and others, with an all-out effort through literature, lecturers and planning conferences, to present before the people a genuine conservation program in the fields of oil, atomic energy, electric power, forests, minerals and other resources. It is planning a significant 49th Annual Conference on the conservation of human resources. It is scheduling an admirable series of pamphlets on labor and democratic social change, and is continuing its important lecture, radio, research and information services.

During the last few years, the League has had the pleasure of having at its annual conferences such outstanding labor leaders as William Green, Philip Murray, George Meany, Walter P. Reuther, David Dubinsky, A.J. Hayes, James B. Carey and others. An increasing number of unions, realizing the importance of our educational work in these days of crisis, are contributing to the League's budget sums varying from a few hundred dollars to six thousand dollars.

Today the League is in need of $10,000 more than is already in sight if it is to meet its annual budget and to continue its effective activities. May we urge the Brotherhood of Sleeping Car Porters to contribute a generous sum toward our valuable work. Any cooperation which you may be able to give will, I assure you, be deeply appreciated.

Thanking you for your past cooperation, and hoping to hear from you soon, I am

Fraternally and sincerely,

Harry W Laidler

Executive Director

HWL:SK

oeiu 153

UNITED STATES REPRESENTATIVE
TO THE UNITED NATIONS

Two Park Avenue,
New York, 16, New York,
October 13, 1953.

Dear Mr. Randolph:

Thank you for your letter of October 7th with its kind remarks about my message to the Twenty-eighth Anniversary Celebration of the Brotherhood of Sleeping Car Porters in Los Angeles.

It is certainly good to know that the Brotherhood supports so strongly the work of the United Nations. Your offer of cooperation in seeing that the world organization becomes a more effective force for world peace, is greatly appreciated.

Sincerely yours,

H. C. Lodge jr.

Henry Cabot Lodge, Jr.

Mr. A. Philip Randolph,
International President,
Brotherhood of Sleeping Car Porters,
4006½ South Central Avenue,
Los Angeles 11, California.

EDWARD MARTIN, PA., CHAIRMAN
FRANCIS CASE, S. DAK.
PRESCOTT BUSH, CONN.
THOMAS H. KUCHEL, CALIF.
J. GLENN BEALL, MD.
DENNIS CHAVEZ, N. MEX.
SPESSARD L. HOLLAND, FLA.
JOHN C. STENNIS, MISS.
ROBERT S. KERR, OKLA.
ALBERT GORE, TENN.
WAYNE MORSE, OREG.

United States Senate
COMMITTEE ON PUBLIC WORKS

October 16, 1953

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
4006½ South Central Avenue
Los Angeles 11, California

Dear Mr. Randolph:

I warmly appreciated your heartening letter of October 7, and I want to extend my thanks to you for writing as you did on behalf of the Brotherhood of Sleeping Car Porters for my remarks before the first Triennial Convention of your group.

This is the kind of encouragement I value very highly, and your fine message of encouragement gives me renewed determination to continue working toward the goals which you mentioned.

With kindest regards,

Sincerely yours,

Wayne Morse

Wayne Morse

DINING CAR COOKS AND WAITERS' UNION, LOCAL 456

Affiliated with
Hotel & Restaurant Employees' International Union
American Federation of Labor
California State Federation of Labor
Joint Council of Dining Car Employees

1757 SEVENTH STREET
Telephone TEmplebar 2-5322

OAKLAND [7] CALIFORNIA,

October 20, 1953

Mr. A. Phillip Randolph, President
Brotherhood of Sleeping Car Porters
217 W. 125th Street
New York 27, N. Y.

Mr. C. L. Dellums, Vice President
Brotherhood of Sleeping Car Porters
1716 7th Street
Oakland, California

Dear Sirs & Brothers;

On behalf of the memberships of our Dining Car Locals, we wish to state that every session of your convention attended by us was a privilege including your outstanding "Soiree" at the Beautiful Florentine Gardens.

Further, we were grateful for the opportunity of saying a few words to the delegates of your great international convention.

We congratulate you on a job well done and pledge our continued cooperation with your International Union.

Enclosed is a group picture.

Fraternally yours,

William E. Pollard
(EmD)

William E. Pollard, President
Joint Council of Dining Car Employees

WEP:ed

27 October 53

Mr. Ashley L. Totten
International Secretary-Treasurer
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York City, New York

Dear Brother Totten:

I was unable to get in all of the bills before I left Los Angeles. Having been away from my office for nine weeks, since my return I haven't had time to work on the convention report or even get the few remaining bills in. Therefore, I have not closed out the convention account in Los Angeles. So please bear with me and as soon as possible, I will get everything cleared up, give you a report on it and if there are any funds left in the account, I will then transfer them back to New York. I may not be able to do this until I can find time to go back to Los Angeles for a few days.

Fraternally yours,

C. L. DELLUMS

cc: A. Philip Randolph

COPY

October 27, 1953

Mr. George W. Snowden
Minority Group Housing Advisor
Federal Housing Administration
Washington 25, D. C.

Dear Mr. Snowden:

Just a word to say that I was sorry you were unable to attend the First Triennial Convention of the Brotherhood of Sleeping Car Porters which was held in Los Angeles, October 4 - 9, 1953.

It was an interesting and fruitful convention and we hope you will be able to attend some other convention of the union.

Sincerely yours,

A. Philip Randolph
International President

APR:W

October 27, 1953

Mr. George Meany, President
American Federation of Labor
A. F. of L. Building
Washington 1, D. C.

Dear Brother Meany:

Just a word of remembrance and to say on behalf of the officers and members of the Brotherhood of Sleeping Car Porters how greatly appreciative we are for the fine and statesmanlike address you made at the opening of the First Triennial Convention on the Twenty-eighth Anniversary of the Brotherhood of Sleeping Car Porters in Los Angeles, California, Sunday, October 4.

Your appearance and talk before our convention got wide coverage in the daily press as well as the Negro press and has done much good for the cause of labor, peace and better racial relations.

May I wish you the best of health, good luck and continued progress in the great work you are doing as a leader of American labor.

Fraternally yours,

A. Philip Randolph
International President

APR:W

October 27, 1953

Mr. Ruben Levin, Editor and Manager
Labor
Labor Building
10 Independence Avenue, S. W.
Washington 24, D. C.

Dear Brother Levin:

Just a word to express appreciation in the name of the officers and members of the Brotherhood of Sleeping Car Porters for the splendid coverage you gave our convention meeting in Los Angeles, California, October 4-9, 1953.

Fraternally yours,

A. Philip Randolph
International President

APR:W

October 27, 1953

Miss Mini Orr
1109 E. Pico Boulevard
Los Angeles 21, California

Dear Miss Orr:

Just a word to thank you for your cooperation with the convention of the Ladies Auxiliary of the Brotherhood of Sleeping Car Porters through your columns of the California Eagle.

Sincerely yours,

A. Philip Randolph
International President

APR/W

October 29, 1953

Mr. William E. Pollard, President
Joint Council of Dining Car Employees
1757 Seventh Street
Oakland 7, California

Dear Sir and Brother:

Thank you for your letter of October 20, 1953, expressing commendation of the Brotherhood's First Triennial Convention, held recently in Los Angeles, California, which you attended and addressed.

I am indeed glad to get this word from you and also picture.

Keep up the good work.

Fraternally yours,

A. Philip Randolph
International President

APR/W

November 2, 1953

Mr. James L. McDevitt, Director
Labor's League for Political Education
1525 H Street, N. W.
Washington 5, D. C.

Dear Brother McDevitt:

Permit me, on behalf of the officers and members of the Brotherhood of Sleeping Car Porters, to express our deep appreciation for the very constructive, practical and able address you made to the First Triennial Convention of the Brotherhood on its Twenty-eighth Anniversary in Los Angeles, California, October 4-9, 1953. I assure you that the general expression of opinion about your splendid talk was all praiseworthy and commendatory.

May I wish you the greatest success in the great job you are doing for the American Federation of Labor in particular, and labor in general, throughout the country.

Fraternally yours,

A. Philip Randolph
International President

APR:W

November 2, 1953

Dr. Charles H. Este, Pastor
Union United Church
Montreal, Quebec, Canada

Dear Dr. Este:

Just a word of remembrance and to express on behalf of the officers and members of the Brotherhood of Sleeping Car Porters our deep appreciation for your visit to our First Triennial Convention in Los Angeles and for the moving and eloquent address you made to the delegates.

I am sure that the delegates in attendance at the Convention will never forget the fine inspirational talk you gave them.

With cordial good wishes, I am

Sincerely yours,

A. Philip Randolph
International President

APR:W

November 2, 1953

Mr. L. B. Thompson, Secretary-Treasurer
Los Angeles Division
Brotherhood of Sleeping Car Porters
3687 Second Avenue
Los Angeles, California

Dear Brother Thompson:

Just a word to express my great appreciation for the fine job you did to make the First Triennial Convention of the Brotherhood in Los Angeles a great success.

The Los Angeles Division and its officials are to be congratulated upon the splendid entertainment it gave the delegates and friends.

Fraternally yours,

A. Philip Randolph
International President

APR:W

November 2, 1953

Miss Claire Y. Phillips
1033 S. Beacon Avenue
Los Angeles 15, California

Dear Miss Phillips:

Permit me to thank you for your kind letter of recent date expressing your interest in the well-being of the Pullman porters with whom you have had pleasant journeys. I am indeed glad to get your comments on your feeling about the porters' work and,especially, in relation to yourself.

May I say that the Brotherhood of Sleeping Car Porters held a very splendid and fruitful convention in Los Angeles, October 4-9, 1953.

I am sure the membership of the Brotherhood will be happy to know of your friendly feeling for the porters.

Sincerely yours,

A. Philip Randolph
International President

APR:W

November 2, 1953

Mr. James M. White, President
Los Angeles Division
Brotherhood of Sleeping Car Porters
1771½ West 35th Street
Los Angeles, California

Dear Brother White:

Just a word to express my great appreciation for the fine job you did to make the First Triennial Convention of the Brotherhood in Los Angeles a great success.

The Los Angeles Division and its officials are to be congratulated upon the splendid entertainment it gave the delegates and friends.

Fraternally yours,

A. Philip Randolph
International President

APR:W

November 4, 1953

Mr. John D. Connors, Director
Workers Education Bureau
1525 H. Street, N. W.
Washington 5, D. C.

Dear Brother Connors:

On behalf of the officers and members of the Brotherhood of Sleeping Car Porters, permit me to express our great appreciation for your comprehensive, constructive and practical address on Workers Education to the delegates in attendance at the First Triennial Convention of the Brotherhood of Sleeping Car Porters in Los Angeles, California, October 9, 1953.

May I assure you that the unanimous opinion of the delegates was highly praiseworthy of your splendid talk.

May I wish for your great work the highest success.

Fraternally yours,

A. Philip Randolph
International President

APR:W

November 4, 1953

Mr. C. L. Dellums
International Vice President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C. L.:

Brother D. LaRoche, one of the delegates from the New York Division to the Convention, told me of his difficulty with respect to hotel accommodations during the Convention, which resulted in his paying $42 for room for one week at the New Carlton Hotel and $38 at the Clark Hotel, since the room at the New Carlton was unbearable. He says that although he spent only two days at the New Carlton, they wouldn't return the balance of his money which he paid in advance, which was $42.

Thus, may I suggest and advise that in the winding up in the account of your Convention funds you refund him $28 which the New Carlton Hotel refused to do. You might take this matter up with the hotel if you wish, and see if they will make some adjustment, but since the Convention is over, no doubt they wont and I wouldn't worry about it.

Fraternally yours,

A. Philip Randolph
International President

APR/W

MEHARRY MEDICAL COLLEGE
NASHVILLE 8, TENNESSEE

OFFICE OF THE PRESIDENT

November
4
1953

Mr. A. Phillip Randolph
217 West 125th Street
New York, New York

Dear Mr. Randolph:

It is a pleasure to congratulate you on your recent re-election to the presidency of the Brotherhood of Sleeping Car Porters. Your service and wise leadership to this organization for the past twenty-eight years has been reflected in many areas of our national society.

Very sincerely yours,

Harold D. West

Harold D. West

HDW/bat

November 9, 1953

Mr. F. J. Boeckelman
Manager, Employe Relations
The Pullman Company
Merchandise Mart Plaza
Chicago 54, Illinois

Dear Mr. Boeckelman:

Just a word to say on behalf of the officials and members of the Brotherhood of Sleeping Car Porters how greatly we appreciate the splendid cooperation and service given us in developing the Brotherhood Convention Special Train which left Chicago for Los Angeles, October 1, 1953.

May I say that the officers, delegates and friends on the Special are in unanimous agreement in their praise of the service rendered by the conductors and the porters.

Very truly yours,

A. Philip Randolph
International President

APR/W

November 9, 1953

Mr. J. J. Alms
General Passenger Traffic Manager
Chicago, Burlington and Quincy Railroad
547 West Jackson Boulevard
Chicago 6, Illinois

Dear Sir:

Just a word to say on behalf of the officers and members of the Brotherhood of Sleeping Car Porters how greatly we appreciate the fine cooperation and service rendered us in developing the Brotherhood Convention Special Train which left Chicago, October 1st for Los Angeles, California.

Permit me especially to refer to the splendid cooperation received from Mr. R. S. Caird, Assistant General Passenger Agent and his assistant, Mr. T. E. Walsh. They helped to make the Special the great success it was.

Very truly yours,

A. Philip Randolph
International President

APR:W

November 9, 1953

Mr. Harold F. Eno
General Passenger Traffic Manager
Denver and Rio Grande Western Railroad Company
1531 Stout Street
Denver, Colorado

Dear Mr. Eno:

Just a word to say on behalf of the officers and members of the Brotherhood of Sleeping Car Porters how greatly we appreciate the splendid service and cooperation given us in developing our Brotherhood Convention Special Train.

May I assure you that the delegates, friends and officials of the Brotherhood are in unanimous agreement upon the great pleasure and enjoyment your service made possible for them.

Very truly yours,

A. Philip Randolph
International President

APR:W

November 9, 1953

Mr. C. R. Harding, President
The Pullman Company
Merchandise Mart Plaza
Chicago 54, Illinois

Dear Mr. Harding:

Just a word to say on behalf of the officers and members of the Brotherhood of Sleeping Car Porters how greatly we appreciate the fine cooperation received from the Pullman Management in developing the Brotherhood Convention Special Train, from Chicago to Los Angeles, October 1, 1953.

Permit me to especially mention Superintendent C. W. Kelly of Chicago West; Conductors John Ward and Carl W. Heckl, Chicago West and fifteen porters on the Special. They gave the officials, delegates and friends on the Special the very best cooperation, service and attention.

Very truly yours,

A. Philip Randolph
International President

APR:W

November 9, 1953

Mr. E. A. Klippel
General Passenger Traffic Manager
Union Pacific Railroad Company
15 Dodge Street
Omaha 2, Nebraska

Dear Mr. Klippel:

Just a word to say on behalf of the officials and members of of the Brotherhood of Sleeping Car Porters how greatly we appreciate the fine cooperation and service that was given the Brotherhood Convention Special Train, enroute from Chicago to Los Angeles, California, October 1-4, 1953.

The interest and cooperation of the Management made this trip highly enjoyable to the officials, members, delegates and friends of the Organization.

Very truly yours,

A. Philip Randolph
International President

APR:W

November 9, 1953

Mr. O. Parker McComas, President
Philip Morris Company
100 Park Avenue
New York 17, New York

Dear Mr. McComas:

Just a word to say on behalf of the officers and members of the Brotherhood of Sleeping Car Porters how greatly we appreciate the fine hospitality extended our delegates, officers and friends on the Brotherhood Convention Special Train and at the Convention in Los Angeles by your Company, through your able and cooperative and friendly representative Mr. Herbert Wright.

May I assure you that we have heard only unanimous expressions of goodwill for your hospitality.

Very truly yours,

A. Philip Randolph
International President

APR/W

November 9, 1953

Mr. Earl Griffin
Anheuser-Busch, Inc.
Cosmopolitan Hotel
360 South Westlake Avenue
Los Angeles, California

Dear Mr. Griffin:

Find enclosed copy of letter which is self-explanatory.

Much thanks for the fine work you did as a representative of the Anheuser-Busch Company in providing hospitality to the delegates of the Brotherhood at our Convention in Los Angeles.

Very truly yours,

A. Philip Randolph
International President

APR:W
enclosure

Labor's League for Political Education

LABOR OMNIA VINCIT

GEORGE MEANY
Chairman
WM. F. SCHNITZLER
Secretary-Treasurer
JAMES L. McDEVITT
Director

1525 H STREET, N. W.
WASHINGTON 5, D. C.
TEL. EXECUTIVE 3-0220

ADMINISTRATIVE COMMITTEE

IRVIN BARNEY
HARRY C. BATES
W. C. BIRTHRIGHT
JOHN P. BURKE
ROBERT BYRON
W. C. DOHERTY
DAVID DUBINSKY
THOMAS E. DUNWODY
HUGO ERNST
GEORGE M. HARRISON
SAL B. HOFFMAN
W. L. HUTCHESON
E. W. JIMERSON
JOSEPH D. KEENAN
GEORGE Q. LYNCH
JOHN H. LYONS
WILLIAM E. MALONEY
C. J. MacGOWAN
JOSEPH P. McCURDY
WILLIAM L. McFETRIDGE
W. J. McSORLEY
GEORGE MEANY
LEE W. MINTON
JAMES C. PETRILLO
A. PHILIP RANDOLPH
JOHN E. ROONEY
ALEX ROSE
[redacted]
CHESTER A. SAMPLE
WM. F. SCHNITZLER
A. L. SPRADLING
DANIEL J. TOBIN
D. W. TRACY
RICHARD F. WALSH
HERMAN WINTER
MATTHEW WOLL

November 9, 1953

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

Dear Mr. President:

Many thanks for your very kind expression of November 2nd with respect to my appearance before your Convention.

I am indeed happy to note your comment with respect to the opinion expressed by the delegates in attendance.

With kind personal regards, I am

Fraternally yours,

James L. McDevitt

James L. McDevitt,
Director

JLMcD:rt
oeiu #2 AFL

17 17
J-19253

PHILIP MORRIS & CO. LTD., INC.

Dedicated to the Production of Fine Tobacco Products

NEW YORK, N. Y. · LONDON, ENGLAND RICHMOND, VA. · LOUISVILLE, KY.

CABLE ADDRESS "POLD NEW YORK"

100 PARK AVENUE
NEW YORK - 17, N.Y.

November 10, 1953

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th St reet
New York 27, N. Y.

Dear Mr. Randolph:

Thank you for your nice letter acknowledging the hospitality extended by Philip Morris to your organization, the International Brotherhood of Sleeping Car Porters, A. F. of L., pertaining to your recent convention.

In this busy world so few people take time out to acknowledge their appreciation for courtesy, that when one does it is accepted with a great deal of gratitude.

I am taking the liberty of passing your letter on to Mr. Herbert Wright, our Philip Morris representative, making note that his was a job "well done".

Sincerely yours,

O. Parker McComas

O. Parker McComas
President

OPMcC:htb

King Size or Regular

Take your choice, but make your choice...

PHILIP MORRIS

America's Finest Cigarette

Cigarettes PHILIP MORRIS · MARLBORO · ENGLISH OVALS *Pipe Tobaccos* BOND STREET · REVELATION · COUNTRY DOCTOR

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3947 Drexel Boulevard
2nd Floor
Chicago 15, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.

PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND 20, CALIF.
Tel. Twin Ookes 3-0894
440

ASHLEY L. TOTTEN
International Secretary-Treasurer

C. L. DELLUMS
3rd International Vice-President
1716 Seventh Street
Oakland, California

T. D. McNEAL
4th International Vice-President
11 North Jefferson Street
St. Louis 3, Missouri

10 November 53

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York City, New York

Dear Chief:

Enclosed you will find check for $28.00 for Brother LaRoche. The Carlton was the only hotel where we had any trouble. We had to put up a $10 deposit on each room. Three of the parties did not go there nor did they notify us that they weren't going so we lost the $30. Somehow, New York overlooked Brother LaRoche's name and no reservation was made for him. Upon his arrival, we called the Carlton and sent LaRoche there. They made him pay for the 6 days in advance. After 2 days, LaRoche moved to another hotel. I don't think he gave you the real reason for moving since no one else complained about the rooms at the Carlton. Nevertheless, it's alright. Incidentally, I personally went over to the hotel and tried to get his money back. It was so late on the third day before he checked out that he had been charged for that day already and there was only $21 involved but they refused to refund it. They claim that if a room was unsatisfactory, all he had to do was say so and they would have given him another one. However, I agree with you that we would rather lose it than let LaRoche lose it, particularly since New York overlooked his name in the beginning. Had we had his name in the beginning, he would have been placed in the Cosmopolitan.

Fraternally yours,

C. L.

C. L. DELLUMS

Encl: 1ck

CHICAGO, BURLINGTON & QUINCY RAILROAD COMPANY

2820

PASSENGER Burlington Route **DEPARTMENT**

B. L. Gartside
Passenger Traffic Manager

Cecil G. Kersey
Assistant General Passenger Agent

C. Bieze
Assistant General Passenger Agent

547 West Jackson Boulevard, Chicago 6, Illinois

J. J. Alms
General Passenger Traffic Manager

D. C. Raffensparger
Manager Mail, Baggage
& Express Traffic

R. W. Jennings
Advertising Agent

November 12, 1953
File X-1146

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

Dear Mr. Randolph:

It was nice of you to take the time and trouble as you did to write us, November 9, about the cooperation received from R. S. Caird and T. E. Walsh of our New York office, in connection with arrangements handled by them incident to the special train to Los Angeles for delegates to your convention, that city, departing Chicago October 1.

All of us of the Burlington are very pleased to have had a part in arranging a satisfactory trip for your fine party, and we would hope that another opportunity will soon present itself.

Again in appreciation of your letter, and with kindest regards, I am

Yours very truly,

Passenger Traffic Manager

blg m
cc - Mr. R. S. Caird

THE PULLMAN COMPANY
MERCHANDISE MART PLAZA
CHICAGO 54, ILLINOIS

CARROLL R. HARDING,
PRESIDENT

PULLMAN

November 13, 1953

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
Room 301
New York 27, N. Y.

Dear Mr. Randolph:

Thank you for your letter of November 9 expressing appreciation for the cooperation received from the Pullman management in developing the Brotherhood Convention Special Train, from Chicago to Los Angeles, October 1, 1953.

I am sure Superintendent C. W. Kelley of Chicago West, Conductors John Ward and Carl W. Heckl, also of Chicago West, and the fifteen porters on the Special will be pleased, as I am, to learn of the fine compliment that you have paid them and will take pleasure in seeing that they are made acquainted with it.

Very truly yours,

Carroll R. Harding

THE PULLMAN COMPANY
MERCHANDISE MART PLAZA
CHICAGO 54, ILLINOIS

F. J. BOECKELMAN,
MANAGER, EMPLOYE RELATIONS

November 13, 1953.

Mr. A. Philip Randolph
International President,
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

Dear Mr. Randolph:

Thank you very kindly for your letter of November 9 regarding the splendid cooperation and service received in connection with the Brotherhood Convention Special Train which left Chicago on October 1.

Your comments will be passed along to all concerned and, I am sure, will be greatly appreciated.

Yours very truly,

F J Boeckelman

Anheuser-Busch, Inc.
EXECUTIVE OFFICES
ST. LOUIS 18, MO., U.S.A.

PACIFIC REGION
1250 WILSHIRE
LOS ANGELES, CALIFORNIA
PHONE: MICHIGAN 1195-1196

November 13, 1953

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th St., Rm. 301
New York 27, N. Y.

Dear Mr. Randolph:

We have received your very nice letter of November 9, regarding the splendid job which our representative, Mr. Earl Griffin, did at your recent Convention held in Los Angeles.

It is certainly a pleasure to hear of the fine work our people are doing and I am sure Earl Griffin will be glad to know that his efforts were appreciated.

Thanks for writing to us.

Very sincerely yours,

John Flanigan

John Flanigan
Sales Manager
Pacific Region

November 16, 1953

Dr. Harold D. West
Meharry Medical College
Nashville 8, Tennessee

Dear Dr. West:

Just a word to express my sincere appreciation for your kindly comments on my reelection as president of the Brotherhood of Sleeping Car Porters.

Cordially,

A. Philip Randolph
International President

APR/W

November 16, 1953

Dr. Harold D. West
Meharry Medical College
Nashville 8, Tennessee

Dear Dr. West:

Just a word to express my sincere appreciation for your kindly comments on my reelection as president of the Brotherhood of Sleeping Car Porters.

Cordially,

A. Philip Randolph
International President

APR/W

November 17, 1953

Mr. C. L. Dellums
International Vice President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland 20, California

Dear C. L.:

This will acknowledge receipt of your letter of November 10, 1953 with check of $28.00 for Brother D. LaRoche as reimbursement to him for money paid Hotel Carlton for room which he could not use but which they refused to return.

I think this is a good settlement of the matter since it was unfortunate that reservations had not been requested by the New York Division for Brother LaRoche and his wife.

Fraternally yours,

A. Philip Randolph
International President

APR:W

FIRST TRIENNIAL CONVENTION EXPENSES
LOS ANGELES, CALIFORNIA 1953

EXPENDITURES

Mass Meeting	$ 759.62
Sight-seeing Trip	812.91
Soiree	3,276.41
Cultural Night	400.00
Office (Rent, Telephone, Telegrams, Supplies, Postage)	612.51
C. L. Dellums (Transportation and per diem, 9 weeks)	1,364.00
Petty Cash (City Transportation, Contacts & Entertainment, 9 weeks)	250.00
Rent, Convention Headquarters	450.00
Printing	950.13
Stenographer Services	507.50
Steno-Typist	790.19
L. B. Thompson (Time off and expenses)	750.00
Time off and expenses for other members, Convention Committee	423.00
Convention Pictures (Ordered by some International Officers)	109.85
Hotel Deposits lost	58.00
TOTAL EXPENDITURES	$11,514.12

C. L. Dellums

C. L. DELLUMS
International Vice-President

BREAKDOWN
FIRST TRIENNIAL CONVENTION EXPENSES
LOS ANGELES, CALIFORNIA 1953

Mass Meeting:

Advertising, Newspapers (L. A. Citizen, L. A. Tribune, L. A. Herald, Calif. Eagle and Courier)	$ 570.00
Printing	71.42
Corsages (Ladies)	18.20
Donations (Church & Choir)	100.00

Sight-seeing Trip:

Tickets (237)	812.91

Soiree:

Caterer	800.00
Help	130.00
Orchestra and Entertainers	575.00
Liquor	1,482.86
Florentine Gardens (Help, Rent & Breakage)	288.55

Cultural Night:

Caterer	400.00

Office:

Rent & Supplies	341.46
Telephone & Telegrams	181.76
Postage	89.29

Convention Badges were handled by Brother Totten and cost approximately $300.00. The transportation and per diem for the thirteen members of the International Executive Board and the same expenditure for International employees to attend the Convention are legitimate Convention expenses but were handled by Brother Totten. I therefore do not have those figures yet.

C. L. Dellums

C. L. DELLUMS
International Vice-President

[1953]

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

WESTERN UNION

W. P. MARSHALL, PRESIDENT

. 1201

SYMBOLS

DL=Day Letter
NL=Night Letter
LT=Int'l Letter Telegram
VLT=Int'l Victory Ltr.

The filing time shown in the date line on telegrams and day letters is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination

SEP 8 909AMP=

=A PHILIP RANDOLPH, INTERNATIONAL PRESIDENT=

=BROTHERHOOD OF SLEEPING CAR PORTERS=

=PLEASE IGNORE LETTER I HAVE THE PROGRAM=

=C L DELLUMS=101P.

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

1953 - ON TO CALIFORNIA - 1953

With
THE BROTHERHOOD OF SLEEPING CAR PORTERS CONVENTIONAL SPECIAL

The train leaving Chicago, Illinois, October 1, 1953 on the Chicago, Burlington and Quincy Railroad will arrive at Los Angeles, California October 4th by way of the scenic route, stopping at Denver, Colorado Springs, Pikes Peak, the Royal Gorge, Pueblo, the Continental Divide and Salt Lake City with its historical institutions.

Stay as long as you like. Go on to San Francisco at no additional cost. Enjoy side trips. Make reservations now. Round trip, first-class rail fare, Chicago to Los Angeles, returning direct or by way of San Francisco on several railroads within the period of six months; except persons traveling on passes may not ride on certain trains. Round trip rail rate, first class, from Chicago to Los Angeles will be $145.42. By making the trip on the Brotherhood Convention Special, twenty per cent of the cost of the round-trip railroad fare can be saved.

Costs from Chicago to Los Angeles, will be as follows:
Including sightseeing at Denver and Salt Lake City and Pullman, as designated.
--- (Tax included.)

	Pullman	Sightseeing	Total
Lower Berth	$ 27.80	$ 5.93	$ 33.73
Two in Lower	27.80	11.86	39.66
Upper Berth	21.36	5.93	27.29
Roomette (1)	38.49	5.93	44.42
Two in Bedroom	60.94	11.86	72.80
Two in Compartment	76.87	11.86	88.73
Two in Drawingroom	103.89	11.86	115.75
Three in Drawingroom	103.89	17.79	121.68

For additional information write Ashley L. Totten, International Secretary-Treasurer, 217 West 125th St., NYC, or your local committee.

There will be individuals, in addition to delegates and members from various divisions and auxiliaries, who may desire to attend the Brotherhood's convention in Los Angeles, California, October 5, 1953.

The Brotherhood welcomes the relatives and friends of the delegates to travel on the Brotherhood Special to the great and beautiful state of California.

Without a doubt, it will be the treat of a lifetime.

The Brotherhood Convention Special can only be made possible if 125 full round-trip railroad fares can be secured for the trip. Since two half-rates make one full-rate fare, it will require approximately 250 half-rate fares to make the Brotherhood Convention Special possible.

Local divisions should begin now checking names of persons who may be planning to attend the Convention.

The Brotherhood Convention Special will start in Chicago, Illinois. The hour og departure of the Special will be made known to the various divisions. Additional information will follow.

[1953]

ITINERARY

INTERNATIONAL BROTHERHOOD OF SLEEPING CAR PORTERS

ENROUTE TO LOS ANGELES CONVENTION

Thursday, October 1st:

Leave Chicago, Burlington Route, 10:30 AM

Enroute today through Illinois, Iowa and Nebraska. We cross the Mississippi River near Burlington at about 1:45 PM and the Missouri River in early evening.

The equipment of your special train consists of 14 air-conditioned sleepers, 2 dining cars and a buffet lounge car. Each railroad enroute provides the diners and lounge cars over their respective lines. The buffet car will be available for beverage service of all types while enroute.

Special dining car meals have been set up for our group and we are certain you will find them enjoyable.

(Change watches back one hour to Mountain Time before retiring.)

Friday, October 2nd:

Arrive Denver, Burlington Route, 7:30 AM

(Leave baggage in sleepers at Denver and Salt Lake City.)

There is an excellent restaurant in the Denver Union Station, or, if you desire, the Oxford Hotel is only a short way down the street.

At 9:00 AM busses will be parked in front of the Union Station to take our group on the sightseeing tour of Denver which will include the many parks and boulevards, the downtown commercial area, Civic Center, State Capitol Building, and many other points of interest. Return will be to the Union Station at about 11:00 AM. Most of our group have been given coupons for this trip.

Leave Denver, D & R G W - 11:59 AM

Enroute through Colorado Springs, Pueblo, Canyon City, then through the Royal Gorge and the Colorado Rockies.

D&RGW dining car will be available for luncheon and dinner, and for breakfast Saturday.

Saturday, October 3rd:

Breakfast in dining car.

Arrive Salt Lake City, D & R G W RR - 9:30 AM

Busses await us at the station and we will leave on a tour of historic Salt Lake City, including Temple Square, many points famous in Mormon history, State Capitol and beautiful residential sections. We return to Temple Square about 11:00 o'clock with time to visit the Museum or shop in nearby stores, before the organ recital.

12:00 noon organ recital in the Tabernacle at Temple Square.

1:00 PM we will leave from the Gray Line station across the street from Temple Square going out to Saltair Beach and then to Sunset Beach, where the Salt Lake members of the Brotherhood plan to entertain us. Return to the Union Pacific Station about 4:30 PM.

Leave Salt Lake City, Union Pacific, 5:40 PM

Diners provided for dinner and breakfast.

Enroute through Southern Utah. Change watches back one hour to Mountain Time before retiring.

Sunday, October 4th:

Arrive Los Angeles, Union Pacific, 10:30 AM

It is suggested that you keep close track of your luggage as there is likely to be considerable confusion here. You will be expected to keep up with your own baggage so as to avoid delay in getting to your hotel.

Special Notice

We make the following suggestions for your convenience and comfort:

Clothing: You will find need for medium weight clothes and a light top-coat. The weather is likely to be cool in Denver and Salt Lake City and warm in Southern California.

Baggage: For your own convenience baggage should be kept to a minimum.

Dining Car Meals: As it appears that we will have 300 people or more on our Special Train, dining car meals are going to be somewhat of a problem and we would like to avoid people standing in line as much as possible. It has, therefore, been decided that we will assign everyone to a definite sitting (for dinner only) with the first call being made at 5:15 PM, second at 6:15 PM, third at 7:30 PM, and last call at 8:30 PM. This arrangement should serve everybody comfortably. When you check in at the station at Chicago, a table will be set up where you can make your selection of dinner hours.

Rail Tickets: Return portion of your rail tickets will be returned to you either when you check in at Chicago or while enroute from Chicago to Los Angeles.

Sightseeing Tickets:

Those who have paid for sightseeing at Denver and Salt Lake City will be given tickets when they check in at Chicago or if we are too busy to take care of them there, tickets will be given out enroute before we reach Denver. Those who have not paid for sightseeing may join the group on payment of sightseeing charges to the bus driver.

The Committee of Supervisors will be on hand to assist you and help make your travel as comfortable as possible. You will be informed of the Committee in charge of your car.

Thank you.

Delegates to
BSCP Convention

[1953]

Mr. Chairman:

The members of the Credential Committee beg leave to submit to you its final report as follows:

The allocation of votes has been made in accordance with the provisions of Article III of the Constitution which states:

"Voting representation of the local divisions should be on the basis of one vote for each 25 financial members with a minimum of one vote for each such local division".

DELEGATES ELECTED TO 1953 CONVENTION
LOS ANGELES, CALIFORNIA

PULLMAN

			Alternates
ALBANY, N. Y.	M. C. Williams		
ASHEVILLE, N. C.	L. S. Thomas		
ATLANTA, GA.	Thomas E. Culpepper ✓		J. C. McFarlane ✓
AUGUSTA, GA.			
BALTIMORE, MD.	A. J. Pinn		Alternate:- J. W. Tate
BIRMINGHAM, ALA.	W. Richardson		
BOSTON, MASS.	James L. Williams		George Bingham
BUFFALO, N. Y.	R. McCrue ✓		
CHARLESTON, S. C.			
CHATTANOOGA, TENN.	Bennie Smith		
CHICAGO, ILL.	Ernest Smith ✓	William Northrip ✓	
	Benjamin A. Wilson ✓	Clarence H. Scott ✓	
	S. W. Woodhouse ✓	Leroy Shackleford, Jr. ✓	
	Foster Mitchell ✓		
	William F. Martin ✓		
	U. C. Crowder ✓		
	C. E.Samonte ✓		
	C. B. Barksdale ✓		
	Oliver Crutchfield ✓		
CHARLOTTE, N. C.			
CINCINNATI, Ohio.	D. D. McPheeters		Alternate:- G. G. Bea
CLEVELAND, OHIO	C. B. Carter ✓		
COLUMBUS, OHIO	B. C. Hemphill		Alternate:- S. Hawkins
DALLAS, TEXAS	J. Taylor ✓		
DENVER, COLO.			
DETROIT, MICHIGAN	S. J. Whitaker		
EL PASO, TEXAS			
FT. WORTH, TEXAS	R. Grace		
HOUSTON, TEXAS	T. H. McGowman ✓		
INDIANAPOLIS, IND.	R. A. Heston ✓		

DELEGATES ELECTED TO 1953 CONVENTION
LOS ANGELES, CALIFORNIA

JACKSONVILLE, FLA.	Samuel Harper ✓		
JERSEY CITY, N. J.	T. Boone		Alternate:- C. A. Johnson
KANSAS CITY, MO.	Rufus Norman		R. M. Willis
LITTLE ROCK, ARK.			
LOS ANGELES, CALIF.	James M. White ✓ Alternate:- W. C. Isaacs, Jr.		L. B. Thompson ✓
LOUISVILLE, KY.	No Delegate		Delegate By Proxy Bennie Smith
MEMPHIS, TENN.	C. Cooper ✓		
MOBILE, ALA.			
MONTREAL, CAN.	No Delegate		By Proxy-Bennie Smith
MONTGOMERY, ALA.	E. D. Nixon ✓		
NASHVILLE, N. C.	No Delegate		By Proxy-Bennie Smith
NEW ORLEANS, LA.	C. M. Lester ✓ V. O. Duncan ✓ L. Crier ✓		
New York, N. Y.	W. H. Bowe W. H. Sanders D. LaRoche H. E. Jones	H. A. Rock O. W. Bynum J. McCants	
NORFOLK, VA.			
OAKLAND, CALIF.	J. V. Zeno ✓ E. L. Meshack ✓	Wi H. Johnson ✓ E. C.Cross ✓	C. Crenshaw ✓ Alternate:- H. C. Raipe
OKLAHOMA CITY, OKLA.	C. J. Payne ✓		
OMAHA, NEBRASKA	C. R. Willis ✓	Taylor Murrell ✓	
PHILADELPHIA, PA.	D. T. Ford		
PITTSBURGH, PA.	A. C. Walker ✓		C. H. Huff ✓

DELEGATES ELECTED TO 1953 CONVENTION
LOS ANGELES, CALIFORNIA

PORTLAND, OREGON	J. D. Leftridge ✓	Alternate:- Eddie Butler
RICHMOND, VA.	M. D.Stone ✓	
SALT LAKE CITY, UTAH	Otha Warren ✓	Alternate:-
SAN ANTONIO, TEXAS	J. B. Caviness ✓	
SEATTLE, WASHINGTON	E. Henderson ✓	Alternate:- J. Gresham
SHREVEPORT, LA.	E. A.Bryant ✓ L. B. Wilson ✓	
SPOKANE, WASHINGTON	J. J. Johnson ✓	Alternate:- M. L. Walker
ST. LOUIS, MO.	O. W. PAGE ✓ Alex Pruitt ✓ H. E. Parham ✓	J. A. Means ✓ Frank J. Hurt ✓ C. H. Lee ✓
TAMPA, FLORIDA	M. Gregory	
TORONTO, CAN.	No Delegate	By Proxy-Bennie Smith
TWIN CITIES, Minn.	Frank Boyd	L. G. Leverett
WASHINGTON, D. C.		
WILMINGTON, N. C.		

BROTHERHOOD DIVISIONS C. P. R. PORTERS

CALGARY, ALBERTA Canadian Pacific	R. Williams ✓
EDMONTON, ALBERTA Northern Alberta	
MONTREAL, QUEBEC Canadian Pacific	Marcus D. Dash
TORONTO, ONTARIO Canadian Pacific	S. G. Grizzle ✓
VANCOUVER, B. C. Canadian Pacific	Frank Collins
WINNIPEG, MANITOBA Canadian Pacific	A. R. Blanchette ✓

DELEGATES ELECTED TO 1953 CONVENTION
LOS ANGELES, CALIFORNIA

TRAIN PORTERS

Atlantic Coast Line #6 Richmond, Na.	Clement J.Smith ✓	
Norfolk, & Wilmington		
Baltimore,& Ohio Baltimore, Md.		
Montgomery, Ala.		
Jacksonville, Fla. (S.A.L.)		
Central of Georgia		
Columbus, Ohio		
Huntington & Hinton, W. Va.		
Fort Worth & Denver City Fort Worth, Texas		
Memphis, Tenn. (I. C.)	A. G. Bailey ✓	
San Antonio, Texas	Clyde Lewis ✓	W. M. Fields ✓
Denison, Texas #8	L. L. Mason ✓	Alternate:- Eugene Tucker
Little Rock, Ark. #5 (M.P)	V. L. Johnson ✓	
Jacksonville, Fla.		
Richmond, Va.		
Texarkana, Ark.	Wm. Hentz	
Texas & New Orleans	E. E. Lucas ✓	
Texas & Pacific Fort Worth, Texas	Lewis Williams, Jr. ✓	
Union Pacific Omaha, Nebraska		

Official List As Of September 15, 1953

LIST OF DELEGATES TO THE CONVENTION
LOS ANGELES, CALIFORNIA 1953

PULLMAN DIVISION	DELEGATE	ALTERNATE
Atlanta, Ga.	J. C. McFarlin	
	Thomas E. Culpepper	
Buffalo, N. Y.	R. McGrue	
Chicago, Illinois	Ernest Smith	
	Benjamin A. Wilson	
	S. W. Woodhouse	
	Foster Mitchell	
	William F. Martin	
	U. C. Crowder	
	C. E. Samonte	
	C. B. Barksdale	
	Oliver Crutchfield	
	William Northrip	
	Clarence H. Scott	
	Leroy Shackleford, Jr.	
Cleveland, Ohio	C. B. Carter	
Dallas, Texas	J. Taylor	
Houston, Texas	T. H. McGowan	
Jacksonville, Florida	Samuel Harper	
Los Angeles, Calif.	L. B. Thompson	
	James M. White	
Memphis, Tenn.	Charles Cooper	
Montgomery, Ala.	E. D. Nixon	
New Orleans, La.	C. M. Lester	
	V. O. Duncan	
	L. Crier	
Oakland, Calif.	C. L. Dellums	
	J. V. Zeno	
	William H. Johnson	
	E. L. Meshack	
	E. E. Cross	
	Claude Crenshaw	
Omaha, Nebraska	Taylor Murrell	
	C. Richard Willis	
Pittsburgh, Pa.	A. C. Walker	
	C. H. Huff	

PULLMAN DELEGATES-Continued

DIVISION	DELEGATE	ALTERNATE
Portlant, Oregon	J. D. Leftridge	
Richmond, Va.	M. D. Stone	
Salt Lake City, Utah	O. Warren	
Shreveport, La.	E. A. Bryant L. B. Wilson	
San Antonio, Texas	J. B. Caviness	
Seattle, Washington	Ezell Henderson	
St. Louis, Mo.	C. H. Lee Frank J. Hurt J. A. Means O. W. Page Alex Pruitt Harvey E. Parham	
Spokane, Washington	J. J. Johnson	
Tampa, Florida	M. Gregory	
Indianapolis, Ind.	R. A. Heston	
Oklahoma City, Okla.	C. J. Payne	

DELEGATES TO THE CONVENTION-Continued -

CANADIAN C. P. R.

DIVISION	DELEGATE	ALTERNATE
Calgary, Can.	R. Williams	
Montreal, Can.	Marcus D. Dash	
Tornoto, Can.	S. G. Grizzle	
Winnipeg, Can.	A. R. Blanchette	

DELEGATES TO THE CONVENTION-Continued

TRAIN PORTERS

DIVISION	DELEGATE	ALTERNATE
Denison, Texas	L. L. Mason	
El Paso, Texas	H. T. Bates	
Fort Worth, Texas #2	Lewis Williams, Jr.	
Kansas City, Mo., Sante Fe	Fred D. Gregory	Pink Reynolds
Little Rock, Ark. #5	Pink V. L. Johnson	
Los Angeles, Calif.		
Sante Fe C. C.P.	H. H. Jackson	
" " S. P.	E. A. Woods	
Memphis, Tenn. #4	A. G. Bailey	
Richmond, Va. (A.C.L.)	Clement J. Smith	
San Antonio, Texas	Clyde Lewis W. M. Fields	
Tampa, Florida	M. Gregory	
Texas & New Orleans		W. E. Lucas

DELEGATES ELECTED TO 1953 CONVENTION
LOS ANGELES, CALIFORNIA

Pacific Coast

SOUTHERN PACIFIC		Alternates:
Oakland:	E. E. Cross	A. T. Sanford
SAN FRANCISCO:	W. H. Johnson	Stuart Jordan
Los Angeles	E. A. Woods	W. F. Patton
El Paso	Ralph Smith	Henry Tompkins
WESTERN PACIFIC	C. L. Dellums	E. E. Cross

EASTERN ZONE

	DIVISION	NO. OF DELEGATES	NO. OF VOTES
	Albany, N. Y.		
1. M. C. Williams		1	1
	Asheville, N.C.		
1. L. S. Thomas		1	2
	Atlanta		
1. J. C. McFarlin		)	
2. T. W. Culpepper		) 2	7
	Augusta		
1. A. R. Johnson		1	1
	Baltimore		
1. A. J. Penn		1	2
	Birmingham		
1. W. Richardson		1	3
	Boston		
1. L. J. Williams		)	
2. Geo. Bingham		) 2	9
	Buffalo		
1. R. L. McGrue		1	4
	Savannah		
	Jacksonville		
1. Samuel Harper		1	10
	Jersey City		
1. Thomas Boone		1	5
TOTAL		12	44

EASTERN ZONE (Cont.)

	DIVISION	NO. OF DELEGATES	NO. OF VOTES
	Montgomery	12	44
1. E. D. Nixon		1	1
	New York		
1. O. W. Bynum			
2. H. E. Jones			
3. W. H. Sanders			
4. D. LaRoche			
5. W. H. Bowe			
6. H. A, Rock		7	
7. J. McCants			58
	Philadelphia		
1. D. T. Ford		1	5
	Washington		
1. J. W. Nicholas			
2. O. W. Shelton		3	14
3. W. S. Calloway			
	Richmond		
1. M. D. Stone		1	4
Tampa	Tampa		
1. M. Gregory		1	2
	Norfolk	entitled to 1 See Petterson	1
1			
EASTERN ZONE TOTALS		27	129

	N PACIFIC COAST DIVISION	NO. OF DELEGATES	NO. OF VOTES
	Los Angeles		
1. L. B Thompson			
2. Jas. M. White		3	9
3. E. A. Woods			
	Oakland		
1. E. E. Cross			
2. Wm. H. Johnson			
3. E. L. Meshack		6	10
4. Claude Grenshaw			
5. J. V. Zeno			
6. C. L. Dellums, W. P.			
	Portland		
1. J. D. Leftridge		1	3
2. E. Butler, Alt.			
	Salt Lake		
1. O. Warren		1	2
	Seattle		
1. Ezell Henderson		1	2
2. Julius Gesham, Alt.			
	Spokane		
1. J. J. Johnson		1	1
	TOTAL	13	27

MIDWEST ZONE

	DIVISIONS	NO. OF DELEGATES	NO. OF VOTES
	Chicago, Illinois		
1. S. W. Woodhouse			
2. Leroy Shackleford, Jr.			
3. G. W. Smith			
4. William Northrip			
5. U. C. Crowder		12	113
6. Clarence H. Scott			
7. Benjamin A. Wilson			
9. Samuel Jefferson			
10. M. F. Martin			
11. G. B. Barksdale			
12. Foster Mitchell			
	Denver, Colo.		
1. Hayward Doyle		2	6
2. Walter Jones			
	Kansas City		
1. R. M. Willis			
2. R. Norman		2	9
3. P. Reynolds - Alt.			
	Minneapolis & St. Paul, Minn.		
1. Frank Boyd			
2. B. L. Morris		2	5
	Oklahoma City		
1. C. J. Payne		1	2
	Omaha		
1. R.G. Willis		1	
2. Taylor Murrell, Alt.		1	3
MIDWESTERN ZONE TOTALS		20	138

SOUTHWEST ZONE

	DIVISION	NO. OF DELEGATES	NO. OF VOTES
	Dallas, Texas		
1. J. Taylor		3	4
2. G. C. Rawlston			
	El Paso		
1. H. T. Bates		1	1
	Ft. Worth		
1. R. Grace			
2. L. Williams, Jr. T. P.		1	5
	Houston		
1. T. H. McGowan		1	4
	Little Rock		
1. P. A. Smith		1	2
	Memphis		
1. Chas. Cooper		1	4
	Mobile		
None		None	1
	New Orleans		
1. V. O. Duncan			
2. C. M. Lester			
3. E. G. Hayes		4	13
4. L. Crier			
	San Antonio		
1. J. B. Caviness		1	5
	Shreveport		
1. E. A. Bryant			
2. L. B. Wilson, Alt.		1	1
	TOTALS	14	40

Cont. on next page

SOUTHWESTERN ZONE (Cont.)

DIVISIONS	NO. OF DELEGATES	NO. OF VOTES
St. Louis		
1. F. J. Hurt		
2. H. E. Parham	5	
3. J. A. Means	19	19
4. O. W. Page		
5. Alex Pruitt		
6. C. H. Lee, Alt.		
SOUTHWESTERN ZONE TOTALS	19	59

DETROIT ZONE

	DIVISION	NO. OF DELEGATES	NO. OF VOTES
	Chattanooga		
1. B. Smith, for M. Moore		1	2
	Cincinnati		
1. D. D. McPheeters			
2. E. W. Harden		2	9
	Cleveland		
1. C. B. Carter		1	5
	Columbus		
1. B. Smith for B. C. Hemphill		1	1
	Detroit		
1. S. J. Whitaker		1	6
	Indianapolis		
1. R. A. Heston		1	2
	Nashville		
1. B. Smith for Jas. Roland		1	3
	Louisville		
1. B, Smith, proxy for C. H. Hendricks		1	3
Pit	Pittsburgh		
1. A. C. Walker			
2. C. H. Huff		2	8
Calgary Albert	Calgary Alberta		
1. R. Williams		1	2
	Edmonton		
1. A. R. Blanchette		1	1
	Montreal C.P.R.		
1. M. D. Dash		1	7
	TOTALS	14	49

DETROIT ZONE (Cont.)

	DIVISION	NO. OF DELEGATES	NO. OF VOTES
	Montreal Pullman	14	49
1. B. Smith for L. Simmons		1	2
	Toronto C.P.R.		
1. S. G. Grizzle		1	5
2.			
	Toronto Pullman		
1. B. Smith, for H. A. Lewis		1	2
	Vancouver C.P.R.		
1. A. R. Blanchette		1	2
	Vancouver Pullman		
1. B. Smith for A. Patrick		1	1
	Winnipeg		
1. A. R. Blanchette		1	2
	DETROIT ZONE TOTALS	20	63

TRAIN PORTERS

EASTERN ZONE

NAMES	DIVISION	ROAD	NO. OF DELEGATES	NO. OF VOTES
H. M. McGriff	Albany, Ga.	Central ofGa. Macon,	1	1
T. Mitchell	Baltimore	Baltimore	1	1
H. Bess, A. H.	"	"		
A. L. Payne	Washington	C & O	1	3
Clement Smith	Richmond	ACL	1	3
	SEABOARD			2
D. Barr	Cinti. Div	B & O	1	1
	Erie-Lackawanna-Lehigh			1
	MIDWEST ZONE TOTAL		5	12
Lewis Stewart, Alt.		U.P.	1	8
McKinley Williams				
F. D. Gregory - K.	K.C.	Santa Fe	2	12
H. H. Jackson	L.A.			
P. Reynolds - Alternate				
	TOTAL		3	20

TRAIN PORTERS

SOUTHWESTERN ZONE

NAME	DIVISION	ROAD	NO. OF DELEGATES	NO. OF VOTES
L. L. Mason	Denison, Texas	MK & T	1	2
E. Tucker, Alt.	"			
Wm. Heintz	Texarkana		1	2
W. M. Field	San Antonio	IGN	1	1
Clyde Lewis	"	TNO	1	2
W. E. Lucas, Alt. Ennis				
Lewis Williams	Ft. Worth	T.P.	1	1
V. L. Johnson	Little Rock	M.P.	1	3
A. G. Bailey	Memphis	I C	1	3
	TOTAL		7	14

PACIFIC ZONE

TRAIN PORTERS

NAME	DIVISION	ROAD	NO. OF DELEGATES	NO. OF VOTES
E. R. Smith	El Paso	S. P.	1	7
E. A. Woods	L. A.	S. P.	1	7
	TOTALS		2	14

SUMMARY
TRAIN PORTERS

EASTERN ZONE

	NO. OF DELEGATES	NO. OF VOTES
Eastern Zone	5	12
Midwest Zone	3	20
Southwestern Zone	7	14
Pacific Zone	2	14

TOTAL DELEGATES 17 VOTES 60

SUMMARY

	NO. OF DELEGATES	NO. OF VOTES
Eastern Zone	27	129
Midwestern Zone	20	138
Southwestern Zone	19	59
Pacific Zone	13	27
Detroit Zone	20	63
Train Porters	17	60
		T
TOTAL	116	476

Respectfully submitted,

J. A. Martin, Chairman

J. L. Williams

R. Norman

J. M. White

H. E. Jones

U. C. Crowder, Secretary

Credentials
Committee's
Report —

Supplemental Report- Credential Committee

Mr. Chairman:

The Credential Committee wishes to make a supplemental report with the following changes:

1. Number votes credited to Twin Cities from 5 to 8 votes

2. Total votes for Midwestern zone increased from 138 to 141.

3. In Pacific Coast Zone

    a. B. A. Woods, L.A.S.P. changed to Train Porters with 3 votes

    b. E. B. Cross, Oakland S.P " " " " ") 5 "
    W. H. Johnson " " " " " ")
    c. C. L. Dallums -- W. P. " " " " " 1 "

4. Total delegates Pullman Pacific Coast 9

   Total votes " " " 26

5. Total Train Porter delegates 5

   Total " " votes 10

6. Total delegates Pacific Coast 14

   Total votes " " 36

7. Summary train porters 20 delegates 56 votes

8. " Paullman " 96 " 418 "

9. Total Delegate 116 . Total votes 474

Respectfully, submitted,

COPY

[1953]

Revised

PACIFIC COAST DIVISION

COPY

	NO. OF DELEGATES	NO. OF VOTES
Los Angeles		
1. L. B. Thompson		
2. Jas. M. White	2	9
3. E. A. Woods S.P.		
Oakland		
1. E. E. Cross S.P.		
2. Wm. H. Johnson S.P.		
3. E. L. Mewhack		10
4. Claude Granshaw	3	
5. J. V. Zeno		
6. C. L. Dellums, W.P.		
Portland		
1. J. D. Leftridge	1	3
2. E. Butler, Alt.		
Salt Lake		
1. O. Warren	1	1
Seattle		
1. Ezell Henderson	1	2
2. Julius Greshem, Alt.		
Spokane		
1. J. J. Johnson	1	1
TOTAL	9	26

PACIFIC ZONE

TRAIN PORTERS

Revised

Name	Division	Road	No. of Delegates	No. of Votes
E. R. Smith	El Paso	S.P.	1	1
E. A. Woods	L.A.	S.P.	1	3
E. E. Cross	Oakland		( ) 2	5
W. H. Johnson	"			
C. L. Dellums	W. P.		1	1
		TOTAL	5	10

COPY

SUMMARY

TRAIN PORTERS

Revised

		No. of Delegates		No. of Votes
Eastern Zone		5		12
Midwest Zone		3		20
Southwestern Zone		7		14
Pacific Zone		5		10
TOTAL	DELEGATES	20	VOTES	56

COPY

SUMMARY

Revised

	NO. OF DELEGATES	NO. OF VOTES
Eastern Zone	27	129
Midwestern Zone	20	141
Southwestern Zone	19	59
Pacific Zone	10	26
Detroit Zone	20	63
Train Porters	20	56
TOTAL	116	474

COPY

The undersigned depositor agrees with **Bank of America** NATIONAL TRUST AND SAVINGS ASSOCIATION [1953]

that this account is to be carried by said bank as a COMMERCIAL / SAVINGS account and all funds which the undersigned depositor has or may have on deposit therein with said bank shall be governed by its By-Laws, all future amendments thereof, all regulations passed or hereafter to be passed by its Board of Directors, and by all rules and practices of said bank pursuant to said By-Laws relating thereto, including interest, service charges, etc.

(Name of Lodge, Association or Society)

By x Philip Randolph (Signature) and x (Signature)

(Title) x Intl Pres. (Title) x

MEETING PLACE OF ORGANIZATION Telephone

SECRETARY'S ADDRESS (Street) (City)

INTRODUCED BY

BANK REFERENCE

AUTHORIZED SIGNATURES (See reverse for number required to withdraw funds):

1. By C. L. Dellums (Signature) Int. Vice-Pres. (Title)

2. By (Signature) (Title)

3. By (Signature) (Title)

(Leave Blank—For Bank Use Only)

Opened by Date Amount

Replaces Previous Card on (Date) Replaced by New Card on (Date)

Acct. Closed Aver. Bal. Reason

SIGNATURE CARD: LODGE, ASSOCIATION, SOCIETY, ETC.

TEL-110 7-51 (Revised)

ASA PHILIP RANDOLPH

SUBJECT FILE BROTHERHOOD OF SLEEPING CAR PORTERS

1959

3rd Triennial Convention
34 Anniversary

THEME: TRADE UNIONS FACED WITH CHALLENGE OF AUTOMATION AND UNEMPLOYMENT

CALL
to the
THIRD TRIENNIAL CONVENTION
and
THIRTY-FOURTH ANNIVERSARY
of the
BROTHERHOOD OF SLEEPING CAR PORTERS
September 7 - 11, 1959
Chicago, Illinois

CHICAGO DIVISION HEADQUARTERS
3947 Drexel Boulevard
Chicago 15, Illinois

M. P. Webster, Convention Chairman

July, 1959

TO THE OFFICERS AND MEMBERS OF THE BROTHERHOOD OF SLEEPING CAR PORTERS

GREETINGS:

You are hereby notified that, in accordance with the Constitution and General Rules of the Brotherhood of Sleeping Car Porters, the Third Triennial Convention of the Brotherhood of Sleeping Car Porters will be held in the headquarters of the Chicago Division of the Brotherhood of Sleeping Car Porters, 3947 Drexel Boulevard, Chicago, Illinois, beginning 9:30 AM, Monday, September 7, 1959, and will continue in session from day to day until the business of the Convention shall have been completed.

This Call to the Third Triennial Convention on the Thirty-Fourth Anniversary of the Brotherhood of Sleeping Car Porters comes at a time when the world is rocked and shakened by the grave currents of tension, unrest, conflict, clashes and confusion between the forces of democracy on the one hand and the forces of Russian and Chinese communism on the other.

The cold war is an expression of the democratic capitalistic countries and the communist totalitarian countries of their struggle to win the minds and allegiance of the underdeveloped and non-committed peoples of Asia and Africa, since without the support and commitment from the great world of color neither one of the aforementioned camps will be able to win the leadership of the world.

At the present writing, it does not appear that the people of Africa and Asia are in the mood to throw their lot in with either world democracy or world communism. The people of Africa and Asia, with the exception of China and a few small areas of Asia, have assumed a neutral position with respect to the great power nations of Western democracy and communism.

The basic reason for this is that the underdeveloped people of the world have grave suspicions about the professions of cooperation and support, freedom and justice, on the part of either of the abovementioned international political camps. These suspicions and doubts about the integrity and reliability of the declaration of Western democracies and communist countries arise out of the fact that both groups are under the control and domination of the white man. The long period of colonialism in Asia and Africa has engendered, fostered and developed deep resentment, if not hatred, of the white man, regardless of his political philosophy or professions about freedom and brotherhood.

There is little difference made among the underdeveloped people of the world between Western capitalism and Russian communists and communism. While this is not an accurate assessment of capitalist democratic nations and communist totalitarian nations, it is due to the fact that Africans and Asians have identified their oppression and exploitation to colonialism and racialism imposed upon them by white rulers. It is evident to them that colonialism and racialism have been used by the white man to subjugate the people of color of the world.

One distinct difference between the two forms of imperialism and colonialism is that capitalist democratic colonialism was fostered by the Bible, rum and guns; communist imperialism is fostered by world-wide hypocritical propaganda, tanks, airplanes and deadly weapons of modern warfare.

Under Western capitalist colonialism, Africans and Asians have been subjugated as sub-human beings and made the victims of the worst forms of degradation and demoralization, although a handful of the natives have always been allowed to go to Western schools where they have been taught the principles of democracy. While this was a form of appeasement and a face-saving device on the part of the Western democratic capitalist leaders, it exposed the Africans to the principles and methods of Western democracy which have definitely registered upon their consciousness.

This is evidenced by the fact that practically all of the leaders of nationalist revolutions of Africa have come out of the schools of Western democratic countries, such as Kwame Nkrumah, Prime Minister of Ghana; Azikiwe, great African leader of Nigeria and Tom Mboya, the most powerful African personality in East Africa.

Communist imperialism on the other hand rejects the doctrine of freedom and individual liberty and subjects the individual, white or black, brown or yellow, to the remorseless power of the dictatorship.

Thus, there is absolutely no hope of young Africans, under communist imperialistic rule, securing any inspiration to achieve freedom or independence from communist dictatorship. Whenever the people of a country develop a nationalist revolution and throw off the yoke of capitalist colonialism and achieve independence through communist agitation, infiltration and subversion, they only cast out the exploitation of their former rulers to become the subjects and satellites of Russian or Chinese communist imperialism.

The history of Western colonialism and communist colonialism should cause the thoughtful African to reject both the capitalist imperialism of the Western democracies and the totalitarian imperialism of the communist dictatorship. Africa must be rid of the menace of colonialism and all of its hateful and evil works. At the same time, it must definitely reject communists and communism with its slavery of the spirit, body and mind.

Thus, the Brotherhood of Sleeping Car Porters supports the program of the American Federation of Labor and Congress of Industrial Organizations in building a free trade union movement in Africa under the leadership of the International Confederation of Free Trade Unions, and warns the African workers against the machination, hypocrisy and deception of communists agents under the banner of the World Federation of Free Trade Unions.

WAR AND PEACE

The workers and their families are always the victims of war since their sons are killed on the battlefield and their homes are subjected to impoverishment. The Brotherhood, along with other free trade unions, expresses its horror of war, especially modern atomic warfare which means both the destruction of aggressor and the country which is the victim of aggression. Under the deadly weapons of nuclear warfare, whole countries may be destroyed by a few bombs. In fact, responsible scientists predict the possibility of the destruction of practically all of the world's metropolitan communities.

AUTOMATION

Probably the most challenging domestic problem of the wage earners in all areas of industry in the United States of America is automation. Automation is an advanced and refined form of technology. While technology creates machines that perform wondrous accomplishments in production, automation goes beyond this; it creates machines that can work the miracle of repairing other machines without the touch of the human hand.

Because of this new phenomenon in the fields of science, industry and technology, some capitalists are talking in terms of automatic subway and railroad systems. But it may be possible that there is such a thing as those capitalists who control the achievements of science overreaching themselves.

If the scientific geniuses of the world create machines that can perform the work of the world without human hands, machine civilization will fall upon utter decay and ruin since there will be no human beings to consume the products of the machines. Hence, it may be that the march of technology and automation may be rapidly moving toward the point of diminishing returns when these instruments of production may cease to perform a utilitarian social service.

If man creates a machine which can displace man, man will sound the death knell of his own existence. While this may happen in the Western world, which may be moving towards a period of decline and eventual decay and destruction, this malady of mechanization and technification and automation may not for centuries reach the teaming millions of people in Africa and Asia to the extent of becoming a way of life as it is in the Western world.

The absorption and engrossment of Western man in materialism has given him a predisposition of the machine as against man but in the world of the Africans and Asians materialism is subordinated to man. Thus, it may be the role of the great world of color, which has known only the pangs and pains of poverty because of the lack of goods to satisfy their basic creature needs, to save Western man from himself.

RAILROAD MERGERS

Mergers in modern American industries is now the rule. Giant combinations of industry in the fields of commerce, banking, manufacturing, mining and railroads are emerging from time to time. The primary reason for this is economy and the desire for higher profits.

The railroads are projecting mergers in various parts of the country. The powerful Pennsylvania and New York Central Railroads have made known their desire to merge but have dropped the idea temporarily. In these mergers, as a rule, the bankers, stockholders and management are the chief beneficiaries and the workers suffer because combination means the elimination of various railway operations. Even when there is no merger, railroads are recklessly suspending passenger operations, in particular, and even freight service.

Under Section 13a of the Interstate Commerce Act which Congress adopted last year, the railroads are deliberately ruining passenger business. Thus, the Railway Labor Executives' Association is supporting Senate bill S. 1331, introduced by Senator Clifford P. Case of New Jersey and a bipartisan group of other senators, because it is the only measure now proposed which offers adequate protection to the public interest in passenger train and commuter train discontinuance cases.

Railroads have deliberately cut back on services in an effort to discourage railroad travel. The methods employed range from offering inadequate station service, inaccurately reporting no available space, using old and dirty equipment, poor scheduling which offers service only at inconvenient hours, and failure to provide sufficient equipment.

Because of the flagrant and utter disregard of the interest of the public in the discontinuance of vital public services, the public will have to be properly informed and enlightened so that they can help support the fight of railway labor to get the Government to either compel the railroads to maintain vital and necessary services or take them over and operate the railroads for the public's good.

TRANSFER OF PULLMAN CARS TO RAILROADS

Because of a recent policy and practice on the part of some of the large railway carriers to take over their Pullman cars from the Pullman Company, many porters and attendants have not only suffered loss of jobs but those retaining jobs have been the victims of wage cuts. Since the Brotherhood represents the porters and attendants on the major railroads in the nation, it has had the problem and responsibility of grappling with this question to protect and advance the interests of the porters and attendants involved in the transfer of cars from the Pullman Company to the various carriers.

The New York Central is an instance in point. This operation involved some seven or eight hundred men. These men were not only the victims of wage cuts but they also lost many of their fringe benefits. The Brotherhood's job is to reestablish the wage rates of these porters and attendants that prevailed while they were in the employ of the Pullman Company. If this is not done, the porters and attendants will fall behind in the march of railroad workers in building their wage structure. This is not all. Unless the wage rates of the porters and attendants who were transferred from the Pullman Company to the New York Central are reestablished, the whole Pullman system faces disintegration, with systematic wage cuts and worsened working conditions.

But this problem of porters and attendants will not end with themselves alone; dining car employees, red caps and Pullman conductors will suffer also. They will be the victims of a wage slash. In fact, all of the non-operating and operating railway employees will be vitally affected, since the railway carriers are not any more interested in cutting the wages of porters and attendants than they are in cutting the wages of all railway employees. Their main concern is a reduction in the cost of operation, especially at the expense of railway employees, any railway employees.

Although the industrial and economic picture of the railroad workers is dark, it is not hopeless. An aroused, awakened, informed, aggressive and militant body of railway employees can face the future with confidence if they are willing to stand up and fight for their jobs and their rights.

The RLEA is providing sound and intelligent leadership in the struggle of the railway workers to prevent the railway carriers from effecting the destruction of the railroad industry which includes both passenger and freight service.

CIVIL RIGHTS AND CIVIL LIBERTIES

We need not emphasize the great importance of the struggle of the Negro today for civil rights and civil liberties, the foundation of our democratic society which stems from the Judeo-Christian ethic, for if these great principles are not defended and supported the evil forces of Russian Communism, Fascism and all forms of totalitarianism will rise to ascendancy in the life of this nation and effect the destruction of our democratic government and life.

LADIES AUXILIARY

Although the Ladies Auxiliary, as an international organization, has been disestablished, the Ladies Auxiliary as an institution and movement of the Brotherhood of Sleeping Car Porters is still a reality and force in the life of the porters and their families.

During the convention of the Brotherhood of Sleeping Car Porters in Chicago, a National Conference of the Ladies Auxiliary will be held. The various local divisions of the Ladies Auxiliary throughout the nation are expected and required to send at least one delegate to this conference. Any member of the Ladies Auxiliary in any community is eligible to attend the conference at her own expense. She will be eligible to participate in the activities of the conference and enjoy its various affairs and the entertainment features that the Brotherhood will provide.

We salute the Ladies Auxiliary of our Brotherhood which has done so much to give courage, hope and faith to our great cause. We salute its former international officers, Sister Halena Wilson, President Emeritus and Sister Rosina C. Tucker, Secretary-Treasurer Emeritus and all of its Vice Presidents.

We hail the local presidents, secretary-treasurers and chairmen of the committees and members of the local auxiliaries in the various cities in the Brotherhood community. We bid them Onward, Forward and Upward!

We shall work to the end of building the Ladies Auxiliary into a strong and vital force for the expression of the personality of the Brotherhood women -- wives, mothers, daughters and sisters.

DELEGATES AT CONVENTION

The delegates of the respective divisions in the United States and Canada will assemble in Chicago, Illinois, Monday, September 7, and remain in session until the conclusion of the business of the Convention.

DELEGATES' REGISTER

The official headquarters of the Third Triennial Convention of the Brotherhood will be the headquarters of the Chicago Division, 3947 Drexel Boulevard, Chicago, Illinois. All delegates are required to register at the official headquarters upon arrival, to receive convention badges, programs and general instructions.

HOUSING

All delegates and officials should write the Chairman of the Convention, Brother M. P. Webster, at the Brotherhood's Chicago Division headquarters, 3947 Drexel Boulevard, Chicago 15, Illinois, advising him when they will arrive and whether they wish hotel accommodations. It is planned that ample hotel facilities will be available for the delegates and their families and friends. However, delegates desiring to stop in private homes may indicate same, since a number of homes will be provided to accommodate them.

CONVENTION SESSIONS

The sessions of the Convention of the Brotherhood will open Monday, September 7, at 9:30 AM in the headquarters of the Chicago Division. All sessions of the Convention will be held there.

PUBLIC LABOR EDUCATION MEETING

In harmony with the general practice and custom of the Brotherhood of Sleeping Car Porters, a Public Labor Education Meeting will be held on September 6, the Sunday preceding the opening of the official Convention or Wednesday evening, September 8. Preparations are under way to make this meeting a notable affair.

REPRESENTATION

Representation at the Convention will be in accordance with Article III of the Constitution and General Rules of the Brotherhood of Sleeping Car Porters, which reads as follows:

> "The International Organization shall consist of the International President, International Secretary-Treasurer, four (4) International Vice-Presidents and the International Executive Board and delegates in proportional representation from each local division upon the basis of one delegate for the first one hundred financial members or fraction thereof, and one delegate for each additional one hundred financial members or fraction thereof, numbering over 25.
>
> "Voting representation of the Local Divisions should be on the basis of one vote for each twenty-five (25) financial members, with a minimum of one vote for each such Local Division."

CREDENTIALS

Credentials in duplicate will be forwarded to all local divisions of the Brotherhood. The original credential should be given to the delegate-elect and the duplicate forwarded to International Secretary-Treasurer, Ashley L. Totten, at the international headquarters, 217 West 125 Street, New York City.

Since the Credential Committee will be the first committee appointed by the Convention of the Brotherhood and in order that it may report as early as possible, secretary-treasurers of the divisions are requested to mail the duplicate credentials of their respective delegates to the International Secretary-Treasurer immediately after elections.

RESOLUTIONS

Divisions and delegates are urged to send in their resolutions to the International Secretary-Treasurer not later than Midnight August 8, 1959. Resolutions or proposals received after the expiration of the time limit shall be referred to the International Executive Board and the Board shall refer said resolutions and proposals to the Convention with the understanding that the consideration of the aforementioned resolutions or proposals shall depend upon the unanimous consent of the Convention. Three copies of each resolution or proposal should be furnished the International Secretary-Treasurer.

This Convention of the Brotherhood marks the thirty-fourth year of the life and service of this great labor organization to the Porters, Attendants, Bus Boys, Train Porters, Chair Car Attendants and Coach Porters in particular, and the Negro workers in general.

In the deliberations of the Convention, grave and important problems of national and international significance will be discussed and legislation will be adopted relating to such questions as civil rights, economic aid for Africa and Asia, United Nations, fair employment practice legislation, infiltration of trade unions by communists, immigration discrimination in the United States and Canada, right-to-work laws, anti-labor legislation, civil rights legislation, federal aid to education, and the general position of the Negro and peoples of color in the struggle for democracy and peace.

If there is any further information regarding the Convention or arrangements for the convenience of the delegates, it will be communicated in a later circular or through THE BLACK WORKER.

Fraternally yours,

A. Philip Randolph
A. Philip Randolph
International President

Ashley L. Totten
Ashley L. Totten
International Secretary-Treasurer

INTERNATIONAL EXECUTIVE BOARD

M. P. Webster, Chairman

Frank Boyd
A. R. Dailey
C. L. Dellums
G. C. Garran
James Martin
C. J. Smith

T. D. McNeal, Secretary
A. Philip Randolph
Bennie Smith
Ashley L. Totten
A. R. Blanchette
W. C. Isaacs, Jr.

CONVENTION COMMITTEE

M. P. Webster, Chairman
T. D. McNeal
Bennie Smith

1925 PROGRAM 1959

THIRD TRIENNIAL CONVENTION

AND

34th ANNIVERSARY CELEBRATION

BROTHERHOOD OF SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS

An International Union
affiliated with the

AMERICAN FEDERATION OF LABOR—CONGRESS OF INDUSTRIAL ORGANIZATIONS

SEPTEMBER 6-11, 1959
CHICAGO, ILLINOIS

* * * * *

PUBLIC LABOR-EDUCATION MEETING
SEPTEMBER 8, 1959, 7:30 P.M., Daylight Saving Time

METROPOLITAN COMMUNITY CHURCH
4100 South Parkway

SPEAKERS

HONORABLE PAUL H. DOUGLAS	*United States Senator, Illinois*
HONORABLE JACOB K. JAVITS	*United States Senator, New York*
MRS. MINNIE LEE	*President, Ladies' Auxiliary*
A. PHILIP RANDOLPH	*International President*
MILTON P. WEBSTER	*1st International Vice President*

Organized labor faces a serious crisis at this time largely due to the efforts of opposing interests of organized labor to create an atmosphere of general criticism, suspicion, and distrust of organized labor as a whole because of the alleged derelictions of some labor leaders.

The Brotherhood of Sleeping Car Porters, which is a typical railroad union, is taking the opportunity of this Third Triennial Convention and 34th Anniversary Celebration to convey to the people of Chicago and of the country at large the true picture of the role that it and organized labor in general have played in the economic life of the workers of the nation. We invite all citizens of this community in all walks of life to attend this meeting.

ADMISSION FREE **NO COLLECTION**

* * * * *

HEADQUARTERS, THIRD TRIENNIAL CONVENTION

3947 Drexel Boulevard, 2nd Floor
Telephone: KEnwood 8-3100-1-2

CONVENTON COMMITTEE

MILTON P. WEBSTER, *Chairman*

BENNIE SMITH, *Co-Chairman*

T. D. McNEAL, *Co-Chairman*

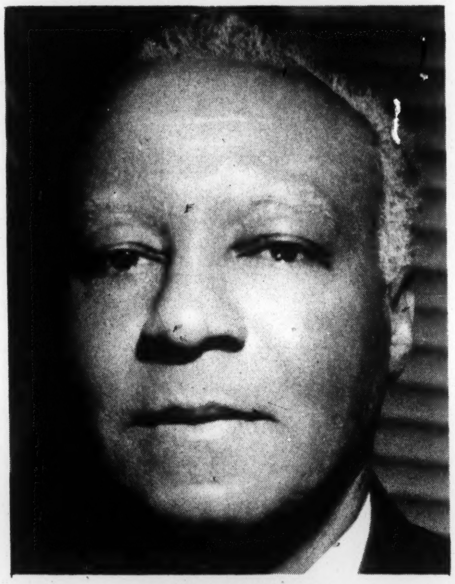
INTERNATIONAL OFFICERS
AND
MEMBERS OF INTERNATIONAL EXECUTIVE BOARD

MILTON P. WEBSTER
1st Int'l Vice President

ASHLEY L. TOTTEN
Int'l Secretary-Treasurer

BENNIE SMITH
2nd Int'l Vice President

C. L. DELLUMS
3rd Int'l Vice President



A. PHILIP RANDOLPH
International President

T. D. McNEAL
4th Int'l Vice President

A. R. DAILEY
Member Int'l Exec. Bd.

G. C. GARRAN
Member Int'l Exec. Bd.

J. A. MARTIN
Member Int'l Exec. Bd.

FRANK BOYD
Member Int'l Exec. Bd.

A. R. BLANCHETTE
Member Int'l Exec. Bd.

C. J. SMITH
Member Int'l Exec. Bd.

W. C. ISAACS
Member Int'l Exec. Bd.

RETROSPECT

The Pullman porters of the nation pioneered the efforts to organize trade unions among Negro workers on the railroads. As early as pre-World War I they were prominent in the efforts to get together Negro railroad workers to develop an organization to comply with the edict promulgated by the United States Railroad Administration that all workers, in order to get consideration from the Administration, had to come through organized efforts as the Administration would not deal with individuals. Negro railroad workers were among the lowest paid employees on the railroads at that time. Unfortunately, there were too many small groups trying to organize the men at that time, and before the Negro workers as a whole were roused to the necessity of bona fide trade unions, the war was over, and the railroads were turned back to private ownership.

In 1920, to facilitate the return of railroads to private ownership, Congress passed the Transportation Act of 1920, which gave many railroad workers the same right to organize as does the present Railway Labor Act. It was during that period that there was introduced in the Pullman industry the Plan of Employee Representation, generally referred to as the "Company Union." Many men accepted the Plan in good faith because of the lack of anything else. such men as the late John C. Mills, the late E. J. Bradley, our present Secretary-Treasurer Ashley L. Totten, and our present Vice President Bennie Smith were active in the Plan. However, after holding several conferences under the Plan, it developed among the forward thinking porters that the Plan was a useless institution and served only one purpose, and that was the purpose of the Company. Then it was decided that a bona fide trade union was the only solution.

On the 25th of August, 1925, six Pullman porters met in New York City and held the first meeting of the Brotherhood of Sleeping Car Porters. From this small and mediocre beginning, this Organization has developed over the years to the present Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants, an International Union with a membership of some 15,000 people with Local Divisions in over 100 Cities.

It was during the early stages of the struggle that the original organizers of the Brotherhood found its present International President A. Philip Randolph, who took over the reins of the Organization's program in the early summer of 1925. During these early struggles of the Brotherhood of Sleeping Car Porters, there were no National Labor Relations Board, no National Mediation Board, and not even the Railway Labor Act. The Company, of course, was unusually hostile towards the effort to organize this group of men, and its opposition to the Brotherhood was aided by an unusually large number of so-called prominent Negro people as well as some of the leading Negro newspapers and publications of the nation.

Despite this tremendous opposition, the Pullman porters pushed their way to the front to develop this organization, which crystalized in ultimate success in the year 1935 when, under auspices of the National Mediation Board, it won a representation election by a tremendous majority. This Organization is not here because anybody loved it; it is here because it pushed everybody out of its way.

Something over 500 men were discharged during early struggle of this Organization. It is to those men, whose aggressiveness, stability, stalwartness, and loyalty to the cause of economic freedom brought this Organization into being, that this Third Triennial and Thirty-Fourth Anniversary Celebration is dedicated.

BROTHERHOOD STRUCTURE

The Brotherhood of Sleeping Car Porters is basically and fundamentally a trade union. It is dedicated to the proposition of developing and advancing the economic status of its members. Its program is based upon the basic trade union philosophy of developing a strong organization to protect the member's interest on the job.

The basis of the Organization's membership is some 15,000 people—Pullman porters, Canadian Pacific sleeping car porters, train porters, chair car attendants, coach porters, Negro locomotive firemen, and recently dining car employees.

The supreme authority in the Organization is its International Convention. The International Convention is composed of International Officers and delegates elected by the Local Divisions on the basis of their membership. Votes in the Convention are based upon the membership in the various Locals. When the delegates meet in Convention, which is held triennally, they constitute the supreme authority in the Organization.

The election machinery of the Organization provides that all members be notified of the meetings which are held for nominations of officers and delegates. All nominations are made from the floor of the meetings. The members are also notified of the dates and places of election. In the larger locals where permanent headquarters are maintained, the election is by ballot box. In the small locals where permanent headquarters are not maintained, the election is held by mail.

During the interim between Conventions, the International Executive Board, Composed of thirteen members, the majority of whom are lay members of the Organization, is the supreme authority of the Organization. The members of the International Executive Board are elected by the delegates to the International Convention. Nominations for all International Officers are made from the floor of the Convention, and they are elected on the basis of the majority vote of the Convention. The International Executive Board meets twice per year and is subject to call at any time by a majority of its members. Between meetings of the International Executive Board, the International President is in authority.

The Brotherhood is financed solely from the dues and taxes collected from the members of the Organization according to the regulations and provisions of the Brotherhood's Constitution. The Brotherhood does not engage in any extra curricular activities to raise its funds.

LADIES AUXILIARY

An integral and effective part of the Brotherhood of sleeping Car Porters is its Ladies Auxiliary, an organization composed of the wives, daughters, and other women relatives of members of the Brotherhood. It is organized on an international basis the same as the Brotherhood, with Local Divisions of the Ladies Auxiliary in the various cities of the nation.

An outstanding part of the program of the Ladies Auxiliary is that it has developed an agency within its Organization to scrutinize the legislative activities as they affect the working people of the nation, generally, the Negro workers, particularly. They are continually carrying on an aggressive program in the interest of legislation involving the many social problems as well as labor legislation, per se. Representatives of the Ladies Auxiliary have participated in lobbying in the interest of these measures in the capitols of many states of the union as well as in the National Capitol. They have participated with other organized groups in lobbying for the women's eight-hour day; child labor laws, workmen's compensation acts, legislation on slum clearance and housing, and many other subjects in which the labor group as a whole has been interested.

The Ladies Auxiliary groups are co-extensive with the Local Divisions of the Brotherhood of Sleeping Car Porters. Over the years, the Ladies Auxiliary was led by Mrs. Halena Wilson of Chicago, now retired as International President Emeritus, and Mrs. Rosina C. Tucker of Washington, D. C., now retired as International Secretary-Treasurer Emeritus.

BROTHERHOOD PROGRAM

In furtherance of its functions as a trade union, the Brotherhood bargains with various railroad carriers for wages and rules governing working conditions for its members. Through the grievance machinery which has been set up, the Brotherhood handles the grievances and claims for its members with the various carriers of the nation. Through the Organization, the membership is able to enjoy all the rights and privileges provided for under the Railway Labor Act, the various Workmen's Compensation Acts, the Railroad Retirement Act, and other laws and agencies set up to protect the workers in the railroad field.

In the interest of its membership as railroad workers, the Brotherhood is a member of the Railway Labor Executive's Association, an organization composed of the top officers of all railroad unions. This Association is a strong and powerful organization and carries on an aggressive and effective program concerning the overall problems of railroad workers of the nation.

The Brotherhood has permanent committees on organization and education. These committees have as little as five or six members in the smaller districts and up to 150 and 200 members in the larger districts. These committees, along with the officers of the Organization, assist the members in any matter that concerns them on their job with the railroad carrier. Where controversies, claims, and grievances cannot be settled with the Management, they are progressed to the Third and Fourth Divisions of the National Railroad Adjustment Board. A special officer and staff are provided for this purpose at the Chicago Division Headquarters.

Many thousands of dollars have been collected in claims for violation of the Agreement, and through the efficiency of the Organization's staff, the members get the highest protection on the job.

Many men who have been unjustly disciplined have had the discipline removed from their service records, and where they have been unjustly discharged, they have been returned to the service in many instances with pay for time lost.

TRAIN PORTERS, COACH PORTERS, CHAIR CAR ATTENDANTS AND PARLOR CAR PORTERS

The Brotherhood has among its membership train porters, chair porters and attendants, parlor car porters and attendants, and sleeping lounge car attendants. In addition to the agreement it has with The Pullman Company affecting the employees of that carrier, it also has agreements with some thirty-five other railroad carriers of the nation protecting the interest of the above named groups of employees.

The Brotherhood also has agreements with the Canadian Pacific Railroad covering the men who operate the sleeping cars in the Dominion of Canada, the bulk of whom are Negroes. Through its organization campaign, the Brotherhood has practically revolutionized the relationship between the Canadian railroad carriers and their Negro employees.

The Brotherhood has most of the Negro firemen, who operate in the south, organized in a Provisional Committee for Locomotive Firemen. Through the efforts of this Committee and the Organization, the locomotive firemen were restored to their proper rights according to their seniority on the various railroads throughout the south of which they had been deprived by white organizations who were deliberately trying to eliminate Negro firemen from engine cabs after the job was made less hazardous and burdensome through stokerization and diesel engines.

In addition to its fight in behalf of Negro Locomotive Firemen, the Brotherhood has been successful in many states in preventing the passage of the so-called Full Crew Bills at the instance of the Trainmen's organization, which the Brotherhood considers is an effort to eliminate Negroes from jobs on the headend of trains.

BROTHERHOOD OF SLEEPING CAR PORTERS AND AFL-CIO

In 1930 the Brotherhood of Sleeping Car Porters became affiliated with the American Federation of Lobor. This affiliation brought down an avalanche of condemnation upon the leaders of the Brotherhood from its opponents on the grounds that the American Federation of Labor discriminated against Negroes, and we could not expect to make any headway in that kind of an institution. The experience of the Brotherhood in this field over a period of years has vindicated the wisdom of its leaders in affiliating with this organization.

The American Federation of Labor, and now the American Federation of Labor—Congress of Industrial Organizations, wields a vast influence on the economic front of the nation. It also has developed substantial influence in the political field. The program that this great institution has promulgated affects all workers, organized and unorganized, black and white.

Through its affiliation with the American Federation of Labor—Congress of Industrial Organizations, the Brotherhood participates in the inner councils of the labor movement, and for the last thirty years its voice has been heard in the conventions of the labor movement in no uncertain terms on the question of discriminatory practices within the group. Recent developments indicate there has been considerable progress made. There is still a lot to be done, but a very definite substantial progress has been made.

International President Randolph was elected a member of the Executive Council of the American Federation of Labor prior to the merger with the Congress of Industrial Organizations. After the merger, he was elected a member of the Executive Council of the merged organization. As a member of the executive Council, the policy making body of the labor movement, Negro workers in the labor movement through the Brotherhood of Sleeping Car Porters have a Negro sitting on the policy committee who is in a position to protect their interest at this highest level of the labor movement.

The long and drastic fight carried on by the Brotherhood of Sleeping Car Porters in the American labor movement for first-class citizenship has met with considerable success. In the merged movement a Civil Rights Committee was set up, and First International Vice President M. P. Webster was appointed as a member of that Committee, and Brother Theodore Brown, former research director of the Brotherhood, is a co-director of the Civil Rights Committee. These things were brought about largely due to the aggressive program carried on by the Brotherhood in the labor movement.

FAIR EMPLOYMENT PRACTICE

Some eighteen states presently have what is commonly known as Fair Employment Practice Laws and Commissions. Some states call them Human Relations Commissions. While the Brotherhood is not concerned about who gets the credit, yet the history of fair employment practice in America will reveal that it originated with the Brotherhood of Sleeping Car Porters prior to and during World War II when a movement, headed by International President Randolph and financed to a large extent by the Brotherhood and its friends, was set up known as the March on Washington movement, which brought about the issuance of Executive Orders 8802 and 8803 bringing into being, for the first time in the history of America, a commission set up by the United States Government to bring about the elimination of discriminatory practices in the war industries, in the government, and in the labor unions themselves.

The growth of fair employment practice in America originated from this program that was brought into being by the Executive Orders issued by the late Franklin D. Roosevelt when he was President of the United States.

* * * * *

For the first ten or twelve years of the Brotherhood's existance, it met with very strenous opposition some of which came from very strange places. Unfortunately and regretfully in most instances it originated among the so-called Negro leadership, including politicians, preachers, businessmen, and particularly certain Negro newspapers. This opposition coming from supposed friends of the Pullman porters fell on deaf ears. Despite the opposition and the sacrifices that had to be made, the Pullman porter stuck to his program, and in 1935, after a National Mediation Board election, the Brotherhood of Sleeping Car Porters was recognized as the duly authorized representative of this group of men.

Now, in this tirade that has been generated against trade unions as a whole, efforts are being made by a large and highly financed institution to influence the Negro people on the false premise that trade unions do not adequately protect and benefit its members. Recently, in a certain city, a large number of Negro leaders were invited to a dinner by this agency at which there was much subtle propaganda circulated among the Negro group against Negroes participating in the trade unions of their choice.

The Negro people are basically a working-class people. They are skilled, semi-skilled, and unskilled workers, and their problems are fundamentally economic just as are the problems of other workers, except in addition to the ordinary problems that accrue to the workers of the nation, the Negro worker must meet and oppose the prevalent American luxury, indulged in throughout the land, of racial prejudice. This racial prejudice still exists in most phases of American life.

The Brotherhood of Sleeping Car Porters, through the trade union movement, has played a most important part in the improvement of the economic status of Negro workers. There are over 1,000,000 Negro workers in the American labor movement. The Brotherhood of Sleeping Car Porters has been in the forefront in the fight for first-class citizenship for Negro workers on the labor front.

RAILROAD CARRIERS WITH WHOM BROTHERHOOD HAS AGREEMENTS

The Pullman Company
Soo Line Railroad Company
Chicago, Milwaukee, St. Paul & Pacific Railroad Company
Baltimore & Ohio Railroad Company
Chesapeake & Ohio Railroad
Atlantic Coast Lines
Erie Railroad
Lackawana Railroad
Pennsylvania Railroad
New York, New Haven & Hartford Railroad
Chicago & North Western Railroad
Chicago, Burlington & Quincy Railroad
Gulf, Mobile & Ohio Railroad
Illinois Central Railroad
Union Pacific Railroad
Canadian Pacific Railroad
Denver & Rio Grande Western Railroad
Western Pacific Railroad
Southern Pacific Railroad
The Atchison, Topeka and Santa Fe Railway Company
Missouri Pacific Railroad
Cotten Belt Railroad
Chicago & Eastern Illinois Railroad
Texas and Pacific Railroad
Kansas City Southern Railroad
M-K-T Railroad
Wabash Railroad
Fort Worth & Denver Railroad
Colorado & Southern Railroad
New York Central R.R. (Agreement Pending)
Chicago, Rock Island & Pacific Railroad
(Agreement Pending)
Northern Alberta of Canada
Erie Railroad

CONVENTION SESSIONS

Convention sessions will be held in the Assembly Hall of the Chicago Division Headquarters, 3947 Drexel Boulevard, Second Floor. Convention sessions will be held from 9:30 A.M. to 12:30 P.M. and from 1:30 P.M. to 4:30 P.M. All officers, delegates, and paid-up members will be admitted to the business sessions of the convention.

REGISTRATION OF DELEGATES

Chicago Division Headquarters
Sunday, September 6, 1959 — 1:00 P.M. to 3:00 P.M.
Monday, September 7, 1959 — 8:30 A.M. to 9:30 A.M.

SUNDAY, SEPTEMBER 6, 1959

3:00 P.M. — 6:00 P.M.

Cultural Hour. Assembly Hall, Chicago Division Headquarters

Speakers: Ashley L. Totten, Bennie Smith, A. R. Blanchette, Theodore Brown.
Brotherhood film will be shown.
B. F. McLaurin, Eastern Zone Supervisor, *Chairman*.

MONDAY, SEPTEMBER 7, 1959

Morning Session — 9:30 A.M.

Opening session of Convention to which delegates and members from Ladies Auxiliary are invited.
Keynote Address: International President A. Philip Randolph.

Afternoon Session — 1:30 P.M.

Regular Convention Business.

7:30 P.M. — 9:30 P.M.

Special meeting of Ladies Auxiliary

Speakers: Anna P. Kelsey, National President, AFL CIO Auxiliaries.
International President A. Philip Randolph—Reorganization of Brotherhood Ladies Auxiliary.

10:00 P.M. — 12:30 A.M.

Ladies Auxiliary Reception
Chicago and Northern District Association Club House
4441 Drexel Boulevard

TUESDAY, SEPTEMBER 8, 1959

Morning Session — 9:30 A.M.

Regular Convention Business.
Speakers: 10:00 A.M. — Horace W. Harper, U. S. Railroad Retirement Board.
11:00 A.M. — Georg E. Leighty, Chairman, Railway Labor Executives' Association.

Afternoon Session — 1:30 P.M.

Regular Convention Business.

* * * * *

Special Sessions
of the
WOMEN'S CONFERENCE OF THE LADIES AUXILIARY
9:30 A.M. — 12:30 P.M. and 2:00 P.M. — 4:00 P.M.
Chicago and Northern District Association Club House
4441 Drexel Boulevard
Mrs. Minnie Lee, President of Ladies Auxiliary, *Chairman*

* * * * *

7:30 P.M.
PUBLIC LABOR EDUCATION MEETING
METROPOLITAN COMMUNITY CHURCH
4100 South Parkway

Speakers: Senator Paul H. Douglas of Illinois
Senator Jacob K. Javits of New York
Mrs. Minnie Lee, President, Ladies Auxiliary
A. Philip Randolph, International President
M. P. Webster, First International Vice President

WEDNESDAY, SEPTEMBER 9, 1959

Morning Session — 9:30 A.M.

Regular Convention Business.

Afternoon Session — 1:30 P.M.

Regular Convention Business.

THURSDAY, SEPTEMBER 10, 1959

Morning Session — 9:30 A.M.

Regular Convention Business.
Speaker: Boris Shiskin, Director Civil Rights Committee, A.F. of L. — C.I.O.

Afternoon Session — 1:30 P.M.

Regular Convention Business.

10:00 P.M. — 2:00 A.M.

THIRD TRIENNIAL CONVENTION
and
34TH ANNIVERSARY CELEBRATION BALL
Given by
CHICAGO DIVISION
Honoring International Officers and Visiting Delegates

PARKWAY BALLROOM
4459 South Parkway

FRIDAY, SEPTEMBER 11, 1959

Morning Session — 9:30 A.M.

Regular Convention Business.
Adjournment.

CHICAGO DIVISION
BROTHERHOOD OF SLEEPING CAR PORTERS
AFL-CIO

Extends to Members, Families and Friends an Invitation to Attend Its

THIRD TRIENNIAL CONVENTION
and
34TH ANNIVERSARY CELEBRATION BALL

Honoring International Officers and Visiting Delegates

THURSDAY, SEPTEMBER 10, 1959
10:00 P.M. Until 2:00 A.M.

PARKWAY BALLROOM
4459 South Park Avenue

Music By
WALTER DYETT AND HIS ORCHESTRA
Dancing and Entertainment

FLOOR SHOW — TOP TALENT

ADMISSION	$1.90
Tax	.10
TOTAL	$2.00

* * * * *

The Chicago Division, Brotherhood of Sleeping Car Porters, welcomes the delegates and visitors to the Third Triennial Convention and Thirty-Fourth Anniversary Celebration of the Brotherhood of Sleeping Car Porters. Delegates are requested to contact members of the Local Committee for any cooperation they might desire during the Convention.

CONVENTION COMMITTEE

L. J. SHACKELFORD, JR., *Chairman*

U. C. CROWDER, *Co-Chairman*
WILLIAM RIGSBY
L. A. JOHNSON
CLARENCE MATHEWS
A. J. WEEMS
G. R. TILLMAN
J. E. CLARK

MANUEL KYLE, *Co-Chairman*
HOMER ALEXANDER
A. CHAPPELL
O. W. JACKSON
A. F. BUTLER
F. D. BENTON
L. L. McDONALD

ASA PHILIP RANDOLPH

SUBJECT FILE

BROTHERHOOD OF SLEEPING CAR PORTERS

4th Triennial/Convention
37th Anniversary

1962

. . . Know Ye the Truth and the Truth Shall Make You Free . . .

REPORT OF PROCEEDINGS

of the

FOURTH TRIENNIAL CONVENTION

and

THIRTY-SEVENTH ANNIVERSARY

of the

Brotherhood of Sleeping Car Porters
Train, Chair Car, Coach Porters and Attendants

An International Union
Affiliated with the American Federation of Labor and
Congress of Industrial Organizations and
the Canadian Labour Congress

Held at
MONTREAL, QUEBEC, CANADA
September 10th to 14th, Inclusive
1962

440

. . . Know Ye the Truth and the Truth Shall Make You Free . . . .

REPORT OF PROCEEDINGS

of the

FOURTH TRIENNIAL CONVENTION

and

THIRTY-SEVENTH ANNIVERSARY

of the

BROTHERHOOD OF SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS

An International Union
Affiliated with the American Federation of Labor and
Congress of Industrial Organizations and
the Canadian Labour Congress

Held at

MONTREAL, QUEBEC, CANADA

September 10th to 14th, Inclusive

1962

TABLE OF CONTENTS

EVENT Page

Sunday Afternoon Mass Meeting, September 9, 1962

Invocation: Rev. Dr. C. H. Este, Minister, Union United Church, Montreal, P.Q. 1
Introductory Remarks: A. R. Blanchette, International Field Representative, Dominion of Canada, B.S.C.P 1
Welcome to Montreal: City Councillor Lawrence Hanigan, representing His Worship, the Honorable Jean Drapeau, Mayor of the City of Montreal 2
Address: Milton P. Webster, 1st International Vice President, B.S.C.P. 2
Address: Mrs. Grace Rembert, President, Ladies Auxiliary to the New York Division and Chairman, Provisional Advisory Council of the Ladies Auxiliary to the B.S.C.P 14

Address: Isaiah Avrech, American Representative, Histadrut Executive Committee, the General Federation of Labor in Israel 16
Address: Harry Van Arsdale, Jr., Business Manager, Local 3, International Brotherhood of Electrical Workers and President, New York City Central Labor Council, AFL-CIO 20
Introduction of International Officers, Lay Members of the International Executive Board, other International Officials and their wives 26
Address: A. Philip Randolph, International President, B.S.C.P. 30
Benediction: Rev. Dr. C. H. Este 33

Monday Morning Session, September 10, 1962

Call to Order 34
Invocation: Rev. Dr. C. H. Este, Minister, Union United Church, Montreal, P.Q 34
Welcome Remarks: J. M. Sealy, President, Montreal CPR Division, B.S.C.P
Introduction of Keynote Speaker by Bennie Smith, 2nd International Vice President and Zone Supervisor, B.S.C.P 35
Keynote Address: A. Philip Randolph, International President, B.S.C.P. 36

Appointment of Rules Committee 57
Appointment of Credentials Committee 57
Announcements 57
Partial Report of Credentials Committee 58
Committee Appointments (partial)
    Constitution and Resolutions 61
    Organization and Education 61
    Train and Chair Car Porters 61

TABLE OF CONTENTS
(continued)

EVENT PAGE

Monday Afternoon Session, September 10, 1962

Report: Rules Committee 62
Committee Appointments (complete)
    Constitution and Resolutions 63
    Train and Chair Car Porters 63
    Grievances and Claims... 64
    Organization and Education.................................... 64
    Scientific Service, Safety and Efficiency...................... 64
    Dining Car Employes 65
Announcements.. 66

Tuesday Morning Session, September 11, 1962

Invocation: G. C. Garran, Member, International Executive Board, B.S.C.P. 67
Introduction of Ashley L. Totten, International Secretary-Treasurer, B.S.C.P., by Chairman A. Philip Randolph 67
Financial Report 69
Address: A. E. Lyon, Member, U. S. Railroad Retirement Board......... 91
Announcements 100
Address: Robert E. Flaherty, AFL-CIO Community Services Committee.... 101
Address: Rev. Dr. Kenneth Watson, Executive Director, Religion and Labor Council of America 102
Adjournment 103

Wednesday Morning Session, September 12, 1962

Invocation: C. L. Dellums, 3rd International Vice President, B.S.C.P. 104
Report of Credentials Committee 104
Address: Claude Jodoin, President, Canadian Labour Congress 114
Address: William Schnitzler, Secretary-Treasurer, AFL-CIO............. 122
Announcements 129
Adjournment 131

Thursday Morning Session, September 13, 1962

Invocation: J. P. Davis, President, New Orleans Division, B.S.C.P.... 132
Report: Auditing Committee... 132
Remarks: Mrs. Grace Rembert, President, Ladies Auxiliary to New York Division, B.S.C.P.. 133
Remarks: Mrs. Minnie Lee, President, Ladies Auxiliary to Chicago Division, B.S.C.P.. 134

TABLE OF CONTENTS
(continued)

EVENT PAGE

Remarks: Mrs. May Taylor, President, Ladies Auxiliary to Dallas Division, B.S.C.P. 135
Report: Committee on Grievances and Claims 136
Report of the International Executive Board 142
Announcements 165

Thursday Afternoon Session, September 13, 1962

Report: Constitution and Resolutions Committee 166
Remarks: Mrs. Elizabeth Austin, President, Ladies Auxiliary to Jacksonville Division, B.S.C.P. 226
Address: Rev. Dr. C. H. Este, Minister, Union United Church, Montreal, P.Q. 227
Adjournment 230

Friday Morning Session, September 14, 1962

Invocation: J. P. Davis, President, New Orleans Division, B.S.C.P. 231
Report of Train and Chair Car Porters Committee 231
Final Report of Committee on Resolutions and Constitution 235
Report of Committee on Scientific Service, Safety and Efficiency 236
Report of Committee on Education and Organization 240
Report of Dining Car Employes Committee 252
Election of Officers 259
Remarks: Mrs. Evelyn Braxton, President, Ladies Auxiliary to the Montreal Division, B.S.C.P. 273
Adjournment Sine Die 273

INTERNATIONAL OFFICERS

A. PHILIP RANDOLPH . . . . International President
217 West 125 Street
New York 27, New York

ASHLEY L. TOTTEN . . . . Int'l Secretary-Treasurer
217 West 125 Street
New York 27, New York

MILTON P. WEBSTER . . . . 1st Int'l Vice-President
3947 Drexel Boulevard
Chicago 53, Illinois

BENNIE SMITH . . . . 2nd Int'l Vice-President
1308 Broadway
Detroit 26, Michigan

C. L. DELLUMS . . . . 3rd Int'l Vice-President
1716 Seventh Street
Oakland 20, California

T. D. McNEAL . . . . 4th Int'l Vice-President
2906a North Union Boulevard
St. Louis 15, Missouri

INTERNATIONAL EXECUTIVE BOARD

MILTON P. WEBSTER . . . . Chairman
Chicago, Illinois

T. D. McNEAL . . . . Secretary
St. Louis, Missouri

A. R. BLANCHETTE, Montreal, Que.
A. R. DAILEY, St. Louis, Mo.
C. L. DELLUMS, Oakland, Calif.
G. C. GARRAN, New Orleans, La.
W. C. ISAACS, JR., Los Angeles
JAMES MARTIN, Chicago, Ill.
A. PHILIP RANDOLPH, New York, N. Y.
BENNIE SMITH, Detroit, Mich.
CLEMENT J. SMITH, Richmond, Va.
ASHLEY L. TOTTEN, New York, N. Y.

CONVENTION COMMITTEES

RULES

Bennie Smith, Chairman, Detroit
L. J. Shackelford, Jr., Secy., Chicago
Homer L. Alexander, Chicago
G. A. Slade, Washington, D. C.
L. H. Greene, Jr., New York
B. L. Morris, Twin Cities

CREDENTIALS

James A. Martin, Chairman, Chicago
L. J. Shackelford, Jr., Secy., Chicago
R. W. Willis, Kansas City
E. S. Wise, New York
G. R. Tillman, Chicago

RESOLUTIONS

M. P. Webster, Chairman, Chicago
T. D. McNeal, Secy., St. Louis
Ashley L. Totten, New York
Bennie Smith, Detroit
A. R. Blanchette, Montreal
L. J. Shackelford, Jr., Chicago
L. B. Thompson, Los Angeles
William H. Bowe, New York
C. J. Smith, Richmond
A. L. Payne, Washington, D. C.
B. F. McLaurin, New York
Thomas W. Culpepper, Atlanta
Samuel Harper, Jacksonville
J. P. Davis, New Orleans
L. G. Leverette, Twin Cities
M. Gregory, Tampa
G. A. Slade, Washington, D. C.
A. R. Dailey, St. Louis
W. S. Fant, Jersey City
C. H. Scott, Chicago
H. Doyle, Denver
C. L. Dellums, Oakland
G. C. Garran, New Orleans
J. A. Martin, Chicago
W. C. Isaacs, Jr., Los Angeles

AUDITING

W. H. Bowe, Chairman, New York
C. M. Lester, New Orleans
Samuel Jefferson, Chicago
W. L. Anderson, New York
George McNair, Richmond
W. L. Hickey, Chicago

ORGANIZATION AND EDUCATION

B. F. McLaurin, Chairman, New York
W. L. Thomas, Fort Worth
W. L. Anderson, New York
G. R. Tillman, Chicago
S. H. Moseley, New York
L. D. Robinson, Philadelphia
A. L. Payne, Washington
L. H. Greene, Jr., New York
Samuel Jefferson, Chicago
H. N. Reddick, Tampa
Robert Willis, Toronto
J. W. Simmons, Winnipeg
I. McLaurin, Memphis
E. Ford, Jr., Washington, D. C.
James Lewis, Jacksonville
W. S. Fant, Jersey City
M. Gregory, Tampa
O. W. Jackson, Chicago
H. L. Alexander, Chicago
T. Mitchell, Baltimore

CONVENTION COMMITTEES

SCIENTIFIC SERVICE, SAFETY AND EFFICIENCY

A. R. Blanchette, Chairman, Montreal
M. D. Stone, Richmond
James Woods, Omaha
Bailey Morris, Twin Cities
Frank Pogue, Pittsburgh
H. H. Bluff, Chicago
Harry Rock, New York
W. L. Thomas, Fort Worth
D. Turner, Dallas

TRAIN AND CHAIR CAR PORTERS

T. D. McNeal, Chairman, St. Louis
H. D. Williams, Secy., St. Louis
V. L. Johnson, Little Rock
F. D. Tilley, Kansas City
C. L. Brown, Kansas City
C. Lewis, San Antonio
R. F. Fields, San Antonio
James Lewis, Jacksonville
T. Mitchell, Baltimore
A. L. Payne, Washington, D. C.
A. J. Pringle, Florence
George McNair, Richmond

GRIEVANCES AND CLAIMS

C. L. Dellums, Chairman, Oakland
L. B. Thompson, Secy., Los Angeles
T. W. Culpepper, Atlanta
W. L. Thomas, Fort Worth
R. M. Willis, Kansas City
Samuel Harper, Jacksonville
M. Gregory, Tampa
L. D. Robinson, Philadelphia
George Slade, Washington, D. C.
M. D. Stone, Richmond
G. C. McNair, Richmond
A. L. Payne, Washington, D. C.
L. H. Greene, Jr., New York
Theartis Mitchell, Baltimore
J. McCants, New York
G. R. Tillman, Chicago
James Woods, Omaha
C. L. Brown, Kansas City
C. Crenshaw, Oakland
William H. Bowe, New York
A. R. Dailey, St. Louis
B. F. McLaurin, New York
W. C. Isaacs, Jr., Los Angeles
L. J. Shackelford, Jr., Chicago
H. N. Reddick, Jacksonville
James Lewis, Jacksonville
C. N. Beatie, Chicago
J. W. Jackson, Toronto
H. D. Hopkins, Cleveland
C. H. Hendricks, Louisville
Frank Pogue, Pittsburgh
J. M. Sealy, Montreal
A. Wade, Montreal
Robert Willis, Toronto
J. W. Simmons, Winnipeg
D. Turner, Dallas
C. A. Robinson, Houston
C. M. Lester, New Orleans
Frank J. Hurt, St. Louis
James A. King, Dallas
J. A. Means, Dallas
B. Lawrence, Vancouver
E. W. Lawrence, Montreal
S. J. Whitaker, Detroit
H. Doyle, Denver
E. Ford, Jr., Washington, D. C.
Robert Vaughn, Buffalo
F. W. Smith, Chicago
W. S. Fant, Jersey City
J. Taylor, Dallas

MONTREAL, QUEBEC, CANADA, SEPTEMBER 10 - 14, 1962

DELEGATES
to the
FOURTH TRIENNIAL CONVENTION AND
THIRTY-SEVENTH ANNIVERSARY
of the
BROTHERHOOD OF SLEEPING CAR PORTERS

Division	Names of Delegates	No. of Delegates	No. of Votes
	SLEEPING CAR PORTERS		
	EASTERN ZONE		
Atlanta	Thomas W. Culpepper	1	2
Asheville	L. S. Thomas	1	1
Augusta	None	0	1
Baltimore	T. Mitchell	1	1
Boston	W. G. Bailey	1	2
"	F. J. Powell (Alternate)		
Buffalo	John H. Coston	1	1
"	Robert Vaughn (Alternate		
Jacksonville	Samuel Harper	1	4
Jersey City	W. S. Fant	1	2
"	C. A. Johnson (Alternate)		
New York	W. L. Anderson	9	19
"	J. W. Bedingfield		
"	W. H. Bowe		
"	H. Glenn		
"	J. McCants		
"	B. F. McLaurin		
"	S. H. Moseley		
"	H. A. Rock		
"	E. S. Wise		
Philadelphia	L. D. Robinson	1	1
"	R. Simpson (Alternate)		
Tampa	Matthew Gregory	1	1
"	H. N. Reddick (Alternate)		
Washington, D. C.	George A. Slade	1	4
Richmond	M. D. Stone	1	1
	TOTALS	20	40
	MIDWEST ZONE		
Chicago	Homer Alexander	13	53
"	L. R. Baptiste		
"	H. H. Bluff		
"	U. C. Crowder		

MONTREAL, QUEBEC, CANADA, SEPTEMBER 10 - 14, 1962

DELEGATES
to the
FOURTH TRIENNIAL CONVENTION AND
THIRTY-SEVENTH ANNIVERSARY
of the
BROTHERHOOD OF SLEEPING CAR PORTERS

Division	Names of Delegates	No. of Delegates	No. of Votes
	MIDWEST ZONE - Continued		
Chicago	W. L. Hickey		
"	O. W. Jackson		
"	Samuel Jefferson		
"	L. L. MacDonald		
"	C. H. Scott		
"	L. J. Shackelford, Jr.		
"	F. W. Smith		
"	Rex Stewart		
"	G. R. Tillman		
Denver	H. Doyle	1	3
Kansas City	Rufus Norman	2	4
"	R. W. Willis (Alternate)		
Twin Cities	B. F. Morris	1	4
Omaha	Taylor Murrell	1	1
	TOTALS	18	65
	SOUTHWEST ZONE		
Dallas	D. Turner	1	3
"	J. Taylor (Alternate)		
Fort Worth	W. L. Thomas	1	2
"	E. Jones (Alternate)		
Houston	C. A. Robinson	1	1
Memphis	No delegate	0	0
New Orleans	C. M. Lester	2	6
"	J. P. Davis		
San Antonio	No delegate	0	1
St. Louis	J. A. Means	2	7
"	Frank J. Hurt		
"	Fred Rowell (Alternate)		
"	O. W. Page (Alternate)		
	TOTALS	7	20

MONTREAL, QUEBEC, CANADA, SEPTEMBER 10 - 14, 1962

DELEGATES
to the
FOURTH TRIENNIAL CONVENTION AND
THIRTY-SEVENTH ANNIVERSARY
# of the
BROTHERHOOD OF SLEEPING CAR PORTERS

Division	Names of Delegates	No. of Delegates	No. of Votes
	DETROIT-CANADIAN ZONE		
Cleveland	H. D. Hopkins	1	2
Cincinnati	No delegate	0	1
Detroit	B. Smith	1	2
"	S. J. Whitaker (Alternate)		
Indianapolis	William Alexander	1	1
Louisville	C. H. Hendricks	1	1
Pittsburgh	Frank Pogue	1	2
Montreal (CPR)	J. M. Sealy	1	6
"	A. Wade (Alternate)		
Toronto (CPR)	J. W. Jackson	1	5
"	Robert Willis (Alternate)		
Winnipeg	J. W. Simmons	1	3
Vancouver	E. Lawrence	1	4
Montreal (Pullman)	Earl Lawrence	1	1
Toronto (Pullman)	No delegate	0	1
	TOTALS	10	29
	PACIFIC COAST ZONE		
Los Angeles	L. B. Thompson	2	4
"	W. T. Nickelberry		
Oakland	Claude Crenshaw	1	5
Portland	J. D. Leftridge	1	2
Seattle	No delegate	0	1
Salt Lake City	No delegate	0	1
	TOTALS	4	13

TRAIN AND CHAIR CAR PORTERS, PORTER-BRAKEMEN, DINING CAR EMPLOYES

EASTERN ZONE

Division	Names of Delegates	No. of Delegates	No. of Votes
Baltimore & Ohio	Theartis Mitchell	1	2
Atlantic Coast Line	James Lewis	1	3
Chesapeake & Ohio	A. L. Payne	1	2
Pennsylvania	L. H. Greene, Jr.	1	3
New York Central	No delegate	0	2
	TOTALS	4	12

MONTREAL, QUEBEC, CANADA, SEPTEMBER 10 - 14, 1962

DELEGATES
to the
FOURTH TRIENNIAL CONVENTION AND
THIRTY-SEVENTH ANNIVERSARY
# of the
BROTHERHOOD OF SLEEPING CAR PORTERS

Division	Names of Delegates	No. of Delegates	No. of Votes
	MIDWEST ZONE		
Santa Fe	C. L. Brown	2	6
"	J. D. Taylor		
Union Pacific	James Wood	1	4
	TOTALS	3	10
	MIDWEST ZONE (DINING CAR EMPLOYES		
Burlington (C.B.&Q.)	C. N. Beatie	1	4
	SOUTHWEST ZONE		
Illinois Central	I. McLaurin	1	3
Intl. Great Northern	Tony Rogers	1	1
"	T. D. McNeal, Proxy		
Missouri Pacific	V. L. Johnson	1	3
Texas & New Orleans	Clyde Lewis	1	2
Kansas City Southern	Franklin D. Tilley	1	1
Wabash	H. D. Williams	1	1
	TOTALS	6	11
	SOUTHWEST ZONE (DINING CAR EMPLOYES)		
Fort Worth & Denver	James A. King	1	2
	PACIFIC COAST ZONE		
So.Pacific(Los Angeles)	Smith E. Walton	1	2
" "	L. B. Thompson, Proxy		
So.Pacific (Oakland)	O. B. West	1	3
So.Pacific (El Paso)	No delegate	0	1
West. Pacific (Oakland)	No delegate	0	1
	TOTALS	2	7

MONTREAL, QUEBEC, CANADA, SEPTEMBER 10 - 14, 1962

DELEGATES
to the
FOURTH TRIENNIAL CONVENTION AND
THIRTY-SEVENTH ANNIVERSARY
of the
BROTHERHOOD OF SLEEPING CAR PORTERS

Zone	No. of Delegates	No. of Votes
SUMMARY		
SLEEPING CAR PORTERS		
Eastern Zone	20	40
Midwest Zone	18	65
Southwest Zone	7	20
Detroit-Canadian Zone	10	29
Pacific Coast Zone	4	13
Total	59	167
TRAIN AND CHAIR CAR PORTERS, PORTER-BRAKEMEN, DINING CAR EMPLOYES		
Eastern Zone	4	12
Midwest Zone	4	14
Southwest Zone	7	13
Pacific Coast Zone	2	7
Total	17	46
TOTAL FOR CONVENTION	76	213

SUNDAY AFTERNOON SESSION

September 9, 1962

The Public Labor Education Meeting of the Fourth Triennial Convention and Thirty-Seventh Anniversary of the Brotherhood of Sleeping Car Porters, AFL-CIO/CLC, held in the auditorium of the Canadian Legion Memorial Building, 1191 Mountain Street, Montreal, Quebec, Canada, convened at 3:00 P.M., with Brother A. R. Blanchette, International Field Representative, presiding as chairman.

CHAIRMAN BLANCHETTE: We will stand and sing one verse of "O Canada."

(Audience stood and sang "O Canada.")

CHAIRMAN BLANCHETTE: As we stand, Rev. Dr. C. H. Este, our good friend, will lead us in prayer.

REV. DR. C. H. ESTE: Invocation.

CHAIRMAN BLANCHETTE: International officers, lay members of the International Executive Board, honored guests, sisters and brothers, friends: Today is truly an auspicious occasion. An historic event is taking place in Montreal because this is the first time that the International Brotherhood of Sleeping Car Porters has held a Convention outside of Continental U.S.A. As the designated official in the Canadian Territory representing the Organization, despite the fact that the official welcome to the Convention will be given tomorrow morning, I would be remiss, I think, in my official capacity as well as speaking from my own heart, except that I here and now extend a hearty welcome to the international officials, all delegates, members and friends of the Brotherhood of Sleeping Car Porters.

I well recall that just three years ago, during the Cultural Hour in Chicago at the Chicago Convention, I bespoke an invitation in the not too distant future that Canada hoped that a Convention would be held here. They took me at my word and we are very happy to welcome you. I could go on, but I am only the Chairman and we have some very fine speakers slated for this program but I wanted you to know from the bottom of my heart there is a definite hearty welcome for you here in Montreal.

Now, His Worship, the Honorable Jean Drapeau, Mayor of the City of Montreal, expressed to us his regrets, because of a previous engagement, that he could not be with us today to participate in this program and to extend to the international officials and delegates and members of the Brotherhood of Sleeping Car Porters the welcome of the City of Montreal. We are happy, however, that Mayor Drapeau has seen fit not only to express his regrets but to designate and appoint one of his City Councillors to represent the City at this meeting, in the person of City Councillor Lawrence Hanigan. We are happy to receive you Councillor Hanigan, and ask you to now express what is in your heart. Thank you.

CITY COUNCILLOR LAWRENCE HANIGAN: Mr. Chairman, distinguished guests, ladies and gentlemen, delegates to this Convention: It is a pleasure for me to represent the Mayor of Montreal, Mr. Jean Drapeau, on the occasion of the opening of your Fourth Triennial Convention and your first Convention in this city, which I hope won't be the last one.

I know that you are facing extremely serious problems in this rapidly changing world of ours and during the next few days you will be called upon to study means and ways to protect your livelihood and those of the thousands of members you represent across Canada and the United States. It is significant that you have chosen Montreal as the site of this most important reunion in the history of your Brotherhood.

The City of Montreal has shown great concern in the welfare of its employees and has been a leader in the field of labor negotiations. It has set an example which other public organizations, including utilities as well as industrials, could use and follow. For many of you, I presume that this is your first visit to our city. I am sure that you will find it gay, different, most interesting, and you will make it a point to visit us again in the near future. On behalf of the Mayor of Montreal and the citizens of Montreal, I wish to extend to you all a most cordial welcome and hope that this convention will be successful and will give you renewed vigor to continue your fight for the preservation of your rights.

CHAIRMAN BLANCHETTE: Thank you, Councillor Hanigan. We deeply appreciate the welcome that you have expressed on behalf of the Mayor of the City of Montreal. I want to say, ladies and gentlemen, that Councillor Hanigan has another engagement this afternoon and so he is at liberty to leave whensoever it pleases him. We want to thank you for having come, Councillor, and wish you all the best. Express to the Mayor our regrets, please, that he was not able to participate with us in person. Thank you.

Now, sisters and brothers and friends, at this time I am particularly pleased to introduce to you a man who is of inestimable value to the Brotherhood of Sleeping Car Porters. His value I would tend never, at this juncture, to declare or to evaluate. I do not think I am able to do him justice. This I do know, in the several capacities in which he has represented the Brotherhood of Sleeping Car Porters in high places, he has brought credit to the Organization and we admire him for his strength, vitality and energy and the monumental contribution that he has made already, and we hope God will give him many more years to continue the good work. He is the Chairman of our International Executive Board, and those of us who have had the experience and the responsibility of being Chairman in august bodies - I know that we can fully appreciate the efficiency and competence with which he fills that responsible position. Words are inadequate to me to fully and competently introduce the Chairman of our International Executive Board and First International Vice President. Suffice it that I now call upon Brother Milton P. Webster as our first speaker.

VICE PRESIDENT M. P. WEBSTER: Brother Blanchette, our good friend Harry Van Arsdale, fellow colleagues on the Executive Board and among our international officers, officers and members of the Ladies Auxiliary, our distinguished guests, and brothers and sisters:

I am glad to be here in Montreal. I was here once before and didn't stay very long; came in one day and left the next. Previously, I was here when I was a Pullman Porter many years ago, and I almost transferred up here once. You know, in the early days of a Pullman Porter, the Canadian Pacific Porters were supposed to be one step above us and the ambition of many Pullman Porters was to get up into Canada and, every year or so, the Canadian people would come down to the States and recruit men to go back up into Canada to work on the sleeping cars - and I almost came up here, but at the last minute I changed my mind and decided to stay in the United States.

You know , these celebrations, this is the thirty-seventh - thirty-seven years is a long time. When you add thirty-seven years on to whatever you were thirty-seven years ago, why it makes you scratch your head a little bit and wonder how long it's going to be from here in.

Now we have our public meetings in these beautiful halls. We have these fine choirs to sing to us. We have dignitaries from the City and State to come and welcome us. In the earlier stages we never had to worry about a program; we never had any printed programs. We never had to worry about any music because we didn't have any, and we had the program already set. I'd open up the program, Brother Randolph would finish it up, and that was it! So it's quite a consolation to have the privilege of participating in all of the extracurricular activities that we have now in connection with our public meetings.

Now, I want to talk to you rather briefly in retrospect about the Pullman Porter. That's what it's all about. You don't hear much about the Pullman Porter today and, of course, with all of the accomplishments that have been brought about by this organization, the things that are most popular are probably the things that they don't want to say about the Pullman Porter. We must not forget the history and the part that the Pullman Porter has played in the development of this institution that we have here now, known as the Brotherhood of Sleeping Car Porters.

Although the Negro was the individual selected by the Pullman Company in the earlier days, right after the Civil War in the United States, and was hired as a sleeping car porter, he was selected, as we see it, for many reasons. One was that he had been working for 250 years for nothing and, therefore, any kind of salary that was paid to him would be satisfactory and, of course, he was recruited to operate the Pullman cars, by the late George M. Pullman, to a large extent because of that background.

In my day, and don't start figuring on how old I am now, but, in my day I can recall the Pullman Porter working for $17 a month, and for many years after it wasn't much more but, then, the Pullman Porter wasn't supposed to be very much. He was supposed to be on the lower rung of the ladder. He wasn't thought too much of by even the members of his own group and everybody took a chance to poke fun at him and, even if they wrote up a Pullman Porter as a hero in a wreck, they used so-called Negro dialect that we probably never heard of, in order to make him look ridiculous.

As you look back upon that process, there was reason for it, because a man that was supposed to be subject to a joke wasn't entitled to much money in pay and, therefore, for many years the Pullman Porter was the "last word" in the railroad industry insofar as consideration and working conditions were concerned.

But the Pullman Porter had ambition and long before Negroes on the railroad, and in many other industries, thought about organization the Pullman Porter was thinking about organization. Even prior to World War I, efforts were made by the Pullman Porter to develop an organization. They were rather crude and feeble efforts and they took the form of begging petitions which were sent to the Company, but that was the beginning. Some five or six times before the advent of the Brotherhood of Sleeping Car Porters, the Pullman Porters made an effort to organize themselves because of the conditions which prevailed. He couldn't call his life his own; he had no rights that anybody respected and he was subject to whatever the passengers or the "boss man" wanted to say, or wanted to do to him.

I think it was in 1917, in Chicago, we started to organize and they sent an organizer from the A. F. of L. to talk to us. He made this statement: He said, "You know, the Pullman Porter's job is a black man's job," and he started with that thesis to develop his argument about this being a "black man's job." Well, you know what a black man's job is supposed to be. I don't know what it is up here, but I know what it is back where I come from. It was a job where the pay was low and where the hours were long and, as our Vice President of the West Coast office said, we had a mean "boss man." That was a colored man's job and that's the kind of job we had. The pay was low, the hours were long, and the "boss man" was mean. So, those crude and feeble efforts were the origination of the organization of the Sleeping Car Porters in America.

Then along came World War I and the railroads were turned over to the government, under the direction of a man who subsequently became the brother-in-law to the President or the son-in-law to the President, and he issued an order that there should be equalization of railroad employees; that there should be no difference in employees' treatment, whether men or women or whether they were black or white. Then he issued an order that he wouldn't deal with individuals, and that those who expected consideration must have group representation.

Many of the railroad groups were organized but we were in a rather unfortunate situation at that time, and anybody could get ten or fifteen porters together and set up some kind of a brotherhood. We finally got down to Washington to talk about wages and working conditions and the meeting was like a Tower of Babel. The man said, "Go back home and get together and come back here all together, and we will listen to you." By the time we got together the war was over, and everybody got theirs out of the war but us.

So, even the Pullman Company, and they were by far the toughest people in this business - they're not so tough now, they've softened up quite a little bit after 25 or 30 years, but they were pretty hard back in those days - but even they recognized that even a Pullman Porter would eventually have sense enough to organize, and so they gave us an organization. I understand, Brother Blanchette, you had a similar one up here.

We called it a Company Union. I don't know what you people called it up here, but I saw a pamphlet of the Canadian setup and it compared almost unequivocally with the one we had. They set up a Company Union where the Company sat on both sides of the table and, of course, it was free and, of course, we naturally liked free things - some of you like free things now. You don't want to pay dues, you don't want to pay taxes. You want things free. We don't have many people with that line of thought now, but we did have some.

Well, the Company Union was free and the cigars were passed around when they met in Chicago and the meals were paid for and they stayed at the YMCA and didn't have to pay out anything. It was a pretty nice thing and a good many of our people belonged to it. I think Brother Bennie Smith and Brother Totten were participants in the old Company Union back in those days.

The Transportation Act of 1920 was passed by Congress and gave us the same rights that we have today. At that time the Company gave us the Company Union. It was the usual plan; fifteen or twenty men on our side of the table and one man on the other side of the table representing the whole company, and his one vote amounted to more than all of our fifteen votes. However, it was all we had and some of the boys went in it. Honestly, I think Brother Bennie Smith and Brother Totten, and the late Brother John Mills, were honest in their intentions and, of course, we didn't have anything else so they went into this thing and, finally, they decided we would have to raise the wages.

At that time the wages had been raised to $60 per month. When the government took over the railroads they didn't have a classification of employees whose salary was low enough to include the Pullman Porter. So they put the porters in the office boy category, getting $47.50 a month, which was later raised to $60. So, a conference was called to bring about a raise in pay and then, as a result of this conference, they did get a relatively minor raise in pay and they all went back home and most of them were satisfied. And then Brother Totten, who was quite ambitious and active in those days, decided that we had better call another conference and I think somebody told him, "If you monkey around with any more conferences, you aren't going to be here." Therefore, they decided we had better go out and get ourselves a real trade union, and half a dozen men - six men - met in New York City on the twenty-fifth day of August, 1925, and held the first meeting of the Brotherhood of Sleeping Car Porters.

Brother Totten was one of those men. He is probably the only one left at the present time, the rest of them have all passed on. They started the organization that has resulted in the present organization, the Brotherhood of Sleeping Car Porters.

Of course, when the noise got around that Brother Totten and some of the boys were participating in the organization, the word slipped around that if they didn't cut it out they wouldn't be on the job very long, and then they decided that we'd better try to get somebody on the outside who didn't work for the Company. They started looking around and I'm told, I wasn't there but I'm told, they were coming down Lenox Avenue in New York one night and they saw a fellow up on a stepladder making a speech, and he was making what I would call a terrific speech, and they listened to him. They said: "That's the guy! If we can get him, that's the guy we want." And that's the fellow they got, and it happens to be our International President, A. Philip Randolph. Now, I don't know - (applause) I don't know whether he made a speech on a stepladder or not, but I believe he did, because some time later he came to Chicago and he had me standing on a stepladder down in Chicago's Loop trying to make a speech. (applause).

So from this very humble beginning this organization developed. At the time, I was out of the Pullman service. I was a good Republican politician, with a good job. I could fill almost anything, under murder, so things were pretty nice for me. But some of my good friends came to me and said: "You are not in the service now but you participated in these efforts before. Maybe you might help us out." I told them I didn't want any part of it because, in the first place, I was green. Well, an old fellow we used to call Pop Ford, and Brother Mills, came out to my house one night and smoked up all of my front room with cigarette smoke until my wife hollered out of the bedroom, "Why don't you guys hire a hall and get out of here." So I had to agree with them to get rid of them and I finally decided to look after the preliminary arrangements for Brother Randolph and his colleague at that time, Brother Lancaster, who were coming to Chicago.

I'm an oldtimer in Chicago. I know everybody from the crooks up to the preachers, and so I thought I'd fix these fellows up with a pretty nice meeting. I started first on the preachers. We went to about 35 or 40 top Negroes, leaders in the community, and out of 35 or 40 men, five of them agreed to participate, and of the five that agreed to participate only one of them showed up and the rest of them gave excuses. And then it developed that much of the influential Negro leadership in the community was lined up on the side of the Company. Not every preacher but many of them, the biggest ones; not every politician but many of them, the biggest ones; not all the newspapers but most of them, the biggest ones, were lined up on the other side and, of course, that's the thing that got me mixed up in this thing. If Brother Randolph had not come along and made that speech that night, I'd have probably been a good Democratic politician now, because there's no other kind in the United States, so I'm told, but I was a good Republican politician, and if I had continued to be a good Republican politician I would have had to switch like everybody else and would have been a good Democratic politician now.

In the first meeting in Chicago, Brother Randolph made a speech. I had never seen him before. He was publishing a magazine known as the MESSENGER MAGAZINE, which was pretty "hot." I understand they put him in jail once. We were out in Cleveland once and he pointed to a building and said that was the jail he was in. I said: "How was it?"

So he made this speech that night in Chicago, and after he spoke I decided that maybe this fellow needed a little help. Of course, the heat was turned on when he hit Chicago. That was the biggest group of Pullman men at that time, and is at the present time, as a matter of fact, and all of the various agencies were developed to erect themselves against the activities of Brother Randolph because he was in the "poke" once, and I decided that maybe I had better help this little fellow out. He was not as big as he is at the present time and, of course, I knew nothing could happen to me in Chicago because I was "in." So I decided to hook up with him and we started to develop an organization. We had opposition from everything in Chicago, but it didn't make any difference because they could say anything they wanted to say about Randolph but nobody ever said a word about me. You know, they put out a story once that Randolph was taking orders from Lenin and Trotsky and the Third International, or whatever they call that thing in Russia, but I didn't know who Lenin and Trotsky were and, as a matter of fact, I thought the Third International was a new-fangled policy wheel. And so, that's where the Brotherhood battle was carried on.

And then Brother Totten came over to Chicago one day on another matter. He made a speech, and I whispered to Brother Randolph, "That's the guy you better take with you because he's "it" and that's all," and of course they acquired a reputation. They talked about them as "Philip the Great" and "Totten the Terrible."

So from this small and mediocre beginning of, at least, half a dozen Pullman Porters an organization was developed, with 117 local divisions in the United States and Canada and contracts with 37 railroad companies throughout this land; contracts which are comparable to and, in many instances, superior to many contracts on the railroads today. And all of that started because six Pullman Porters started an organization.

The Pullman Company put everything they could on us but, finally, we beat them. We held an election under what we call the Railway Labor Act in the United States, and we prevailed in that election and then we went in to write a contract. On the twenty-fifth day of May, I believe, in 1935, we went in to start to write this contract and we signed that contract on the twenty-fifth day of August, 1937. Two years it took us to write that contract.

The Pullman Company was hard. They had the best people in the country and they brought up this question of tips - and I've heard somebody, since I've been up here in Montreal, say something about tips - but we don't recognize tips when we bargain. We just don't recognize tips, that's all. But, anyhow, they started arguing about tips and they pointed out that the porter made $160 a month in tips. We told them, "All right, suppose you collect that $160 and give us what we asked for and you'll save a whole lot of money," and they didn't mention tips any longer. That's the last time they mentioned tips and they haven't mentioned tips since then - 25 or 30 years ago.

And, so, during that two year period they were pretty clever, they were pretty sharp, and they gave us just enough to keep this thing going and then they'd take a recess for two or three weeks and, finally, we got tired. You might bear this in mind, because I'm inclined to believe that the methods we decided to use back in those days are going to have to be used now in order to make these railroad companies give us the things that have been long overdue as a matter of fact.

And so we walked out of the conference and we put out a strike ballot. And then the Company representative went to the mediator who was sitting in at that time, and said, "I understand that these porters are taking a strike vote." The Mediator replied, "There's no law against it." The Company's man then said, "Well you go out there and tell them that if they don't come on back in and get this thing straightened out we're going to let the porters know what they can get and say they're standing in the way." Now, because of the presence of the ladies in this hall, I can't tell the message I sent back to them but I think they very definitely understood it, and finally we wrote a contract - a complete contract. It was the first national contract ever negotiated by a group of Negroes in the United States - the first contract! (Applause)

We have improved on that contract from time to time. In the 20 years prior to the advent of this organization, the Pullman Porter's salary was raised to $52 a month. In the 22 years after the advent of the Brotherhood of Sleeping Car Porters the salary was raised to $341 a month, and you find today that the Sleeping Car Porter is probably among some of the best paid people in the country, and that's the man who, 25 or 30 years ago, was looked down upon, not only by the people for whom he worked but even by the people of his own race. He wasn't admitted in the best society. I can recall many years ago when I was a young fellow, supposed to be pretty good looking and dressed pretty well, and I went down to Washington, D. C. to see a girl. I hired one of these things they call a hansom cab. I don't know if anybody remembers a hansom cab, where the driver sat up on top and the harness came dow n front and he drove one horse. Well, I drove up to this girl's house and, of course, I was dressed up good as anybody else, probably better than most of them. The girl's father was a doctor and, of course, they tried to figure out who I was. Well, I'm just me, that's all! I didn't tell them nothing. Somebody whispered to him, "That's a Pullman Porter." Brother, that ended it, that's all! (Laughter)

So, I mention the Pullman Porter, because you hear about Randolph, you hear about all the publicity incidental to the accomplishments of those in the labor movement, and you hear about all of the things that are happening at the present time, but had it not been for the foresight of these six Pullman Porters you wouldn't have any Brotherhood of Sleeping Car Porters today. (Applause)

Then, you know, the Pullman Porter wasn't selfish, but it had to be proven that Negroes could organize effectively in America. The greatest advice given to us by those who opposed us was, "You know you can't beat those white folks and you might as well not go out of here and try to disturb them because all of you are going to lose your jobs." Well, 500 of them did lose their jobs, but the history of organized labor in this twentieth century is that labor has pulled itself up by its own boot straps, and white men don't enjoy the benefits they enjoy today simply because they are white, they enjoy them because they paid the price in sacrifice, in contributions. I have seen white United States soldiers standing on top of boxcars shoot white men in the back in the 1893 Debs Strike. Now don't start adding up to figure out how old I am; I was a little bit of a boy. (Applause)

And whatever we might say about the white man today with all of his prejudices, and he's got a whole lot of them, he enjoys the things that he enjoys today because he fought and he died and suffered for them, and we can't get them any cheaper. We have a whole lot of people around here that think we're going to have things given to us, that all you have to do is be a good fellow and they'll give them to you. You'll get what you can take in this country. I don't know how it is in Canada, but where we come from if you can't take nothing, Brother, you just don't get it, that's all! And we haven't been able to get what we ought to have because we haven't had the power to take, and we haven't had the power to take because we didn't have the foresight to organize, and this Brotherhood of Sleeping Car Porters is the best evidence of the ability of people to take when they provide themselves with the proper tools to take with.

I've negotiated agreements all over the nation with all kinds of companies. They aren't any different. I can recall the days when, if I was called into the office of the Pullman Company, my knees were knocking together like anybody else's knees, but then I got to the place where I told myself, "You don't have to be scared of this man because he's white." Now if I feel like it I could stick my feet up on the superintendent's desk. And that's all that was wrong with us. We were scared, didn't know what we were scared of, but we were scared. But we're not scared any more and this organization brought itself to the front.

Well, after we organized the Pullman Porters, we stretched out. We have a large membership on the railroads in the United States among Train Porters and Chair Car Attendants. They were part of the old A. F. of L. President Green called Brother Randolph and me in one day and asked us to take these boys over, about 35 or 40 groups of them. We took them, and many of them are present today, here in this Convention.

Then we had a group of men in the United States called Locomotive Firemen, in the South. You know the fireman's job was a hard job when you had to open that hot furnace door and shovel 20 tons of coal a trip. It was a black man's job, but then when it got to the place where they got stokerized engines they decided that it wasn't a black man's job anymore and this organization that you know as the Brotherhood of Locomotive Firemen, which still has a color clause in its constitution, and is the only organization left in the A. F. of L. that still has a color clause in its constitution, well, they started a campaign, and though they claimed they didn't have anything to do with it, we saw Negroes shot out of engine cabs because they wanted to operate as firemen.

So, we took in the Locomotive Firemen, in what we call the Brotherhood's Provisional Committee for Colored Locomotive Firemen, and, more recently, stretched out to Dining Car Employees. And, as the situation develops itself now, it is apparent that in the service trades on the railroads in the United States, where the men are primarily Negroes, there is only one agency in existence that has the facilities and the potentialities of protecting the Negroes on the railroads, and that is the Brotherhood of Sleeping Car Porters. (Applause)

And, you know, it's a rather unfortunate thing that a Negro can't look at his economic plight like a white man can. He suffers the same inconveniences, has suffered them, and will suffer them the same as white workers, but he has also got to take into consideration this thing we call race prejudice. I don't know what you call it up here, maybe you have it in Canada, I don't know, but they call it race prejudice in America, and it works in the most artful ways and not only do we have to overcome the barriers that are potentially economic, but every time we sit down to write an Agreement, every time we go before the Adjustment Board, wherever we might go in the interest of our people we've got to come back to this thing they call race prejudice.

In one of the Boards in a city down in the States we had a case which involved a complaint against a Sleeping Car Porter by a white woman, and one of the labor members on the Board told the other labor members, "It doesn't make any difference whether he's right or wrong, I can't vote in his favor." Now that's what we went up against. Of course we took him off the Board, but we lost the case.

A good many years ago we went into the American Federation of Labor. We were told, after we threatened to strike, I believe, in 1928, we were told that you can't strike by yourself, you ought to be in the mainstream of organized labor. So we went into the American Federation of Labor as federal locals, and the first convention we attended was in Toronto, Canada and we found after we got into the American Federation of Labor that. despite the fact that these were working people, they had the same kind of prejudice as the other people had. At that time there were some 20 or 25 international organizations that had color clauses in their contracts. There were other groups that didn't have color clauses but Negroes were not permitted to work in the trades, and so the Brotherhood of Sleeping Car Porters, since 1931, has never missed a convention, and in each one we have carried on a fight to break down the barriers against Negroes in the American labor movement.

In recent years the fight has become rather popular. As I pointed out to Brother George Meany and some of the other members of the Executive Council,when we were getting a whole lot of publicity and some of it didn't look so good from their point of view and it appeared that the Negro was getting the best of the deal, I said, "They're not giving us that publicity because they like us, they're giving us that publicity because they like you less, as a matter of fact, and they know it's detrimental to organized labor to be accused of these things and that's why you get in headlines and editorials all over the nation."

As I've said, we carried on a fight within the labor movement for the past 25 years and have never missed a convention. We have probably been the most unpopular delegates. It has been the misfortune of Brother Randolph and I, and now Brother Dellums, to be the delegates of the Brotherhood to the convention, and we probably haven't been any too popular. At one time we went to a convention down in Houston, Texas, and we heard a fellow say, "You see those two guys going along there?" "They are the Number One hellraisers in an A. F. of L. Convention." Well, that may or may not be true, I don't know, but, be it said, brothers and sisters, that while we don't agree that there has been as much progress made as could have been made, yet we do agree that there has been some progress made. There were some 20 or 25 international unions that had color clauses in their constitutions and they have all been removed except from this organization know n as the Brotherhood of Locomotive Firemen and Enginemen. In a recent conference in Washington, the question arose as to the participation by the railroad unions in a program fostered by the operating railway labor group, and everybody was hedging on it. Some fellows claimed that it was going to cost a lot of money and, finally, the chairman called the roll and when it got around to the Brotherhood we told him that although we don't agree with the operating group that have kept our boys out of jobs for years, as a basic principle of organized labor we would support them. We paid our share of whatever it cost to carry on this program and that has been the policy of this organization ever since we have been in the business.

We have made some headway. We've carried the ball to a large extent for the Negro workers. We've had a good deal to do with, at least, influencing the policy of the AFL-CIO. Some of our encounters haven't been too pleasant, but nothing that's pleasant is worthwhile, as a matter of fact. Much of the publicity that you have read has been misleading but, nevertheless, we have seen very definite results come about and we are, no doubt, the one agency in the labor movement that is carrying on this continuing fight to break these barriers down - and we're beginning to see results.

And so we talk to you in retrospect. That's a word that is a little out of my vocabulary. I don't know just where I got it, but I think it means going back. And, of course, all of the progress in the world today has been predicated upon the study of past civilization, and I guess they would say we need to study a little more because we have a lot of problems now that no one seems to know what to do about, especially the problem of Khrushchev, and nobody seems to know what to do about him. However, they studied the progress of civilization in the past in order that they might be able to chart a course for civilization in the future. We're not doing a very good job of it but, nevertheless, that is the reason.

So we bring this to you in order that you might know the ground over which we've come and what has to be done if you're going to go any further. Now, as we see this situation, this is the Negro's fight. Nobody is going to do our fighting for us and if we don't do it ourselves it just is not going to be done, that's all.

The Negro is a worker, predominantly unskilled or semi-skilled. His biggest asset is the fact that he is a worker with his labor to sell. However, he is on the lower rung of the income bracket all over the world, not only in the United States, but everywhere else. He doesn't get the choice, easy jobs, just a few of them. Yes, we have some skilled mechanics, we have some professors, we have some lawyers, we have some teachers, but when you compare that with the large masses of Negroes of the nation the number is infinitesimal, so to speak. But the southern part of the United States grew rich on the labor of Negroes because they got it for nothing. It started a war. The southern part of the country was getting rich on free labor. The northern part of the country had to pay their labor and they got to quarreling over free labor and slave labor and they got so mad they started to fight with each other over it, and while they were fighting we got away and we've been kind of semi-free since that time, but we're not altogether free yet. We're not free until we're able to do everything in this country that everybody else is able to do without any restrictions, and we're not anywhere near that. (Applause) Now, just another word or two.

In the period between World War I and World War II, or just prior to World War II, industries were making a lot of money; they were manufacturing war ammunition for the for eign countries. We weren't in the war at that time. There were hundreds of thousands of Negroes out of work, but they would send all the way across the country to San Francisco to import white men to Chicago and New York to work. Brother Randolph started to find out what it was all about.

On one occasion when we were on our way South - you know, I always get a sort of depressed feeling when I start South because they ran my father and me away from the South about 60 years ago and I didn't go back again until I had to go for the Brotherhood - well, as we were crossing the Potomac River, and I was in that spirit of depression, so to speak, Brother Randolph said to me, "You know Web, we have to do something about these jobs for Negroes. You know this President, having conferences with him isn't going to get it." Well, of course, the President being a Democrat, I agreed with him. He asked, "What do you think we ought to do about it?" We talked about it, and finally he said, "I think we ought to get 10,000 Negroes and march down Pennsylvania Avenue in protest." So we started talking "March on Washington." The first place we spoke of it was in Savannah, Georgia - scared everybody to death - but we continued to talk, and by the time we got back to New York the people were ready to march. As a result, the President called another conference, and it might be well to mention in this capacity that you can't trust these white folks too far, even our good friends, and we had a lot of good friends, including the late Mayor LaGuardia of New York and Mrs. Eleanor Roosevelt and a number of others. "You're doing the wrong thing, it's too drastic," they whispered in Randolph's ear, "Leave it to us, we're going to straighten things out." Brother Randolph replied, "If you don't, we're going to march, that's all!"

Well, the President issued an Executive Order setting up a Fair Employment Practice Commission. I understand you have one up here. I hope it's better than the one we had, or some of those we now have. Anyway, we established a Fair Employment Practice Commission - Executive Order 8802. Then, of course, I'm always reminded when I mention this subject that I had a special Executive Order. I don't know anybody else that ever had one, but it was a special Executive Order issued for me because they set up the Committee at first and left me off. They claimed I didn't speak the King's English good enough - so some of the Negroes said - but I had to point out that more people understood my English than that spoken by the King. Well, Brother Randolph went back to New York and told them if they didn't put Webster on the Committee the March would take place anyhow. As a result, the President issued Executive Order 8803, and that's my Executive Order, and I don't know anybody else that has that distinction. (Applause)

So we set up a Fair Employment Practice Commission and the story is too long to tell, but it revolutionized the Negro employment picture in the United States. Since that time the FEPC philosophy and principle have permeated throughout the country. We now have 18 or 20 states in which we have FEPC laws and there's a whole lot of talk about these Democrats around Washington getting one on a national scale. I don't know what's going to happen, but I'm told that. Brother Blanchette tells me that you have one up here, and even though it might seem weak, the fact that one exists has an educational value which will eventually bring about some good results.

So, you members of the Brotherhood who have gathered here in the City of Montreal can feel proud of the part that you played in bringing about this Organization.

We are entering now into probably one of the most drastic fights we have ever gone into and that's the question of hour reduction, the question of job stabilization, the question of certain increases of pay, and at this Convention that will be the subject which will probably attract most of our attention. It ought to be borne in mind that whatever is done, you've got to do it. If the Negroes in the labor movement, of which I understand there are a million and a half - I don't know how many there are, but they claim there are a million and a half Negroes in the labor movement - well, it wouldn't take a million and a half, it wouldn't take a half a million, but if a hundred thousand Negroes within the labor movement would stand upon their feet and start telling these people about what they're not getting, you have no idea the results it would bring about.

Now, we only represent 10,000 people, we only pay per capita tax on 10,000, but our president is a member of the Executive Council of the American Federation of Labor and Congress of Industrial Organizations. Twenty-six or twenty-seven men make policy for that organization and your president is one of those men and he's not on there just because he is a Negro. I never miss an Executive Council meeting because, you know, I used to be a politician before all these people turned Democrats in my country and I know a whole lot of things that are done and while Brother Randolph is sitting in the Council meeting I hang around the bars and the cocktail lounge. I think I've seen Harry (Van Arsdale) there once or twice too. I don't know why he's there, but a lot of things happen around there. I've never missed a Council meeting and I don't know anybody in that Council who makes any greater contribution to the program of organized labor than does our president. (Applause). It doesn't only involve Negroes but it involves the basic problems of organized labor. Yes, he fights against discrimination, but he never misses a beat on anything.

And so we can feel justly proud. We have had a great deal to do with setting up the Civil Rights Committee in the AFL-CIO. As a result of the controversy we had at the last AFL-CIO convention, the whole program was reorganized. A new committee was set up, so to speak, with a new chairman. It has held only one meeting and when I go back East again I'm going to make some inquiry about it, but we have had a great deal to do with it and you have an organization of which you can be proud. Not only is Brother Randolph a vice president of the AFL-CIO, but you have sitting on this platform, Brother Dellums, over here, who was appointed by Governor Pat Brown of California, a good Democrat, but a good man nevertheless, as a Commissioner on FEPC in the State of California which has one of the best FEPC laws in the nation. (Applause) And then, on the other side here, you have our youngest international vice president, Brother T. D. McNeal, who, I might say, was my boy. I think I kind of raised McNeal, and McLaurin sitting out there. I had more to do with raising them, so if they get out of line you can blame me a little bit for it. But Brother McNeal was elected the first Negro Senator in the State of Missouri (applause) and he was elected because of the reputation he established in that territory working for the Brotherhood of Sleeping Car Porters, the March on Washington Movement, and his other activities.

Then, of course, we have here Billy Bowe. Billy Bowe is the Treasurer of Harry Van Arsdale's organization, the New York City Central Labor Council, the biggest central trade union body in the United States. Then, we have Brother Totten here. I don't know who's the oldest, probably Bennie Smith. Totten's hair is gray, and I'm told Bennie might dye his hair but I don't know whether he does or not, but it never gets gray. Brother Totten was just appointed by President Kennedy to the Board of Directors of the Virgin Islands Corporation, an institution that will be responsible for the operation of the Virgin Islands, of which Brother Totten is a native. (Applause)

And so you can feel justly proud, because not only you recognize the ability of these people but the biggest institutions and the biggest men in the country have recognized the influence and power of the men that run your organization, and every Pullman Porter, Train Porter, Dining Car Waiter and, as a matter of fact, every Negro should stick out his chest and feel proud of the fact that in 1925 six Pullman Porters sat at a meeting in New York City and founded the institution which is here today celebrating its 37th Anniversary as the Brotherhood of Sleeping Car Porters. (Applause)

A. R. BLANCHETTE: Thank you, Brother Webster, for that stirring address. At this time we are to be favored with a selection by the choir of our own Union United Church under the direction of Mrs. Violet States, Choirmistress and Organist of the church which is pastored by our friend and brother, Rev. Dr. C. H. Este.

(Choir rendered a selection)

BROTHER BLANCHETTE: I'm sure, ladies and gentlemen, you will agree with me that they are a fine singing choral group. We are very proud of them. Thank you. Our next speaker is the president of the Ladies Auxiliary to the New York Division and chairman of the Provisional Advisory Council of the Ladies Auxiliary to the Brotherhood of Sleeping Car Porters, Mrs. Grace Rembert.

MRS. GRACE REMBERT: Mr. Chairman, International President Randolph, honored guests, ladies and gentlemen: I consider it a privilege, as well as a pleasure, to extend greetings from the Ladies Auxiliary to the Brotherhood of Sleeping Car Porters from the United States and Canada. We wish to convey to you the anxiety and anticipation in assuming the responsibility of union wives.

The Ladies Auxiliary was organized August 25, 1925 in New York City, as a helpmate to the Brotherhood who realized that the role of helpmate in the home had to be extended to larger areas of work and life if the porter expected to win the fight for recognition, a living wage, and decent working conditions. The worst enemy of a porter is an uninformed, unsympathetic, anti-union wife. Since the organization of the Ladies Auxiliary, the women have given cooperation and inspiration to the brothers. We realized that it required clear thinking and hard work on the part of the leaders of the Brotherhood to negotiate agreements and wage increases and we are proud of our husbands' struggle to provide a higher standard of living for their wives and children.

Women have found that even in the home you must organize your work to get the best results. Plan your meals, plan each day's work, and your home is run on an organized plan. Even though you are not paid for the work, it is comparatively easier for you to do. If you go into a district and meet Mr."A", a loyal and devoted member of the Brotherhood, you will find Mrs."A", a loyal and devoted member of the Ladies Auxiliary. For example, if you come into the New York District you will find on the Ladies Auxiliary Mrs. Lucille Randolph, who is an honorary member of ours. In knowing Mr. Totten, you will find Mrs. Violet Totten on our roll and paid up two years in advance. You know our Eastern Zone Supervisor, Brother McLaurin. Well, Mrs. Marge McLaurin is a working, paid-up member, helping to put over the program of the Ladies Auxiliary. It follows, if a man is enthusiastic about his Organization he will make a good salesman in getting his wife to join him because she believes what he says. In fact, that's how he got her to be his wife in the first place - she believed all the things he said. Why change now?

I remember when my husband came home with the exciting news that Brother Randolph said if the porters would stick with him he would secure for them $150 per month salary. His words came true. He says now that if you stick with him he will secure shorter hours of work. Today, we live in comfort, we travel by Pullman, eat in the diner, and enjoy our trips. We should, we can afford them. We are not only in a position to bargain with the Pullman Company and the Canadian Pacific, we are in a position to create more passenger business for the railroads and more jobs for our men.

Women all over the world are taking a giant step forward in culture and education and in all matters pertaining to the good and welfare of their countries. Two-thirds of the people in the world are colored and there are more women than men, so we are by no means in the minority.

Ladies, may I appeal to your better judgment and ask that you stand by your husbands in the labor movement. We are oppressed from every angle - we are the last to be hired, first to be fired, can't live here, can't eat there, can't ride here, can't sit there, can't work here, can't go to school here, can't work there. All this and automation too. Now, we know that the electrical, or mechanical, man that has been and is taking over so many jobs has never bought any of the products that he has made. (Applause) He has never raised a family and has never paid union dues. Our men are in a dilemma and it is time for women all over the world to join hands and help win the battle against discrimination, bigotry and hate. Let's stand side by side with the first human God made - Man - and help him win liberty and freedom for us and our children.

May I leave this timely thought that has been an inspiration for workers over the years.

> When things go wrong as they sometimes will,
> When the road you are trudging seems all uphill
> When funds are low and the debts are high,
> When you want to smile but you have to sigh,
> Keep your head high
> When cares are pressing you down a bit
> Rest if you must, but never quit.

Thank you. (Applause)

BROTHER BLANCHETTE: Thank you, Sister Rembert, for your fine address. Now, ladies and gentlemen, sisters and brothers and friends. As you see from the program, we have two guest speakers today and I'm happy now to introduce to you, Brother Isaiah Avrech, American Representative of the Histadrut Executive Committee, the General Federation of Labor in Israel. Brother Averech was the first secretary-general of the Ministry of Education in Israel. Later on, he was elected to the Histadrut National Board. A leading personality in Israeli cultural life, Brother Avrech is a member of the Supreme Council for Culture and Art, having been appointed by the Government of Israel. He is a member of the UNESCO Executive Board. A journalist by profession, Brother Avrech is a regular contributor to Davar, the Histadrut daily. He first visited the United States in 1954 under the Leaders Exchange Program of the State Department. During World War II Brother Avrech served in the Jewish Unit of the British Army. Later, he served as a Major in the Israel Defense Army during the war of liberation, and he participated in the Sinai Campaign of 1956. I have great pleasure in presenting to you, Brother Isaiah Avrech.

ISAIAH AVRECH: Thank you very much, Mr. Chairman, for the kind introduction. Mr. Chairman, President Randolph, members of the Executive Board, my good friend, Harry Van Arsdale, distinguished delegates and guests. I am very grateful for the opportunity of being with you today and of bringing to you the warmest and most cordial greetings from Histadrut, the General Federation of Labor in Israel. I am equally grateful to your distinguished president, our dear friend, Philip Randolph, for inviting me to address, and I am sure he meant briefly, this important gathering.

Before I set out for this Convention, I did some reading on the history of your Union, and I can't recall any story I have read in recent months so fascinating, so breathtaking as the great drama of the birth of your Union in, if I remember correctly, the year 1925, at a rally in Harlem, and of its development down to this present day. I don't remember many biographies so captivating, so symbolic and so instructive as the story of the dedicated and impassioned struggle of your great leader, Philip Randolph, pages which which contain both an historical lesson and a great human epic.

I was under the influence of this unique story which I had just read when I arrived here, but as I sat here and looked at this impressive gathering, organized, united, sharing a common purpose with determination and with responsibility, rich in spectacular achievements, I realized that I was actually witnessing a dream come true.

I saw how a dream, dreamt by visionary leaders many years ago, was transformed into a tangible reality. I saw the fruit of tremendous human struggle which runs through the history of your Union and, frankly, I suddenly saw my own country and the history of my own Federation of Labor and I felt very much at home. For the entire history of my country, small as it is, reborn after thousands of years of oppression, struggling and floundering, is also a dream come true, a dream which continues to be dreamed and continues to be realized at one and the same time. And I felt at home because it seems to me that there is something substantially fundamental which your great Union and ours share in common, over and above the mere fact that we are both labor unions. And what we share is the common pioneering spirit which was the driving force that stimulated our very emergence, our action, our struggles, our growth and our development.

Both you and we organized not merely and solely for the purpose of successful collective bargaining but because of aspirations loftier than the merely material. Both your Union and ours came into being because of our persistent determination to stand up straight as every man is entitled to, because of our desire to give men faith in the dignity of their work and pride in being a worker, because of our endeavor to convince the worker that he can succeed and achieve his goals only if he is organized, only if he is united.

But in spite of the fact that we don't share a common language, we do have and we do share common values, and if I am permitting myself to take a few minutes of your precious time in order to bring regards from a remote pioneering labor movement it is because we all know that the fundamental problems of the working men are alike everywhere - in great countries and in small countries, in highly developed countries and in less developed countries, in a country like your own, blessed with geography but comparatively short in history, and in a country like mine which is very, very long in history but regrettably slightly short on geography.

For the problems of man, his aspirations, his desires, his struggles, are the same everywhere, and the way he solves them in one part of the world deeply interests and affects his fellow man in every other part.

Forty-one years ago the General Federation of Labor, The Histadrut, then in Palestine, was established with about 4,000 members. Today we are approaching rapidly the first million mark. We are perhaps the only trade union in the free world that included about 90 percent of the wage earners in their country, embracing farm workers and white collar workers, University professors and industrial laborers, scholars and craftsmen alike. They are all united by common recognition that the dignity of the work is the main source of wealth of their nation and of their creativity.

In the last ten years we have absorbed about a half a million wage earners, built five hundred new cooperatives and villages and hundreds of clinics and hospitals. The trade union in Israel was pioneering in giving its share to the revival of a desolated country and the rebuilding of its nation. Yet, perhaps the most dramatic symbol of our progress is that this relatively small labor organization, Histadrut, with fewer than a million laborers, with thousands of problems of its own in a country, Israel, that is itself beset by problems, has taken up its position in the very forefront of the ranks of countries and movements that came to the assistance of the emerging countries. We have responded to their calls with all our strength and, what is more, with all our souls, without much consideration for what benefits we would derive and often in the distinct knowledge that we are depriving ourselves of some of our most skilled and talented people.

As in every other area of pioneering activity, in this field, too, Israel did not confine itself to accepted methods. We came to countries in Africa and Asia with our sleeves rolled up, with our hearts opened wide and with a deep sense of affinity for the endeavor of these nations and their pioneers. We said to them, and this was the truth, that they are the the pioneers of their own renaissance and that we came for no other purpose than to help them in their mighty national and human undertaking. That is, perhaps, why we have gained the confidence of countries and people in Asia and Africa, by working not for them, but with them, in friendly simplicity and genuine human solidarity.

I have chosen to describe this particular area of our activity and life because the wellbeing and development of the emerging countries are of vital concern to all of us. They concern the entire human race but, above all, they concern the free world and, especially, the labor movement in the free world, for these developing countries are driven by a tremendous urge, the urge of impatience; impatience which is a result of many centuries of patience. They are impatient for national liberty as a result of centuries of slavery. They are impatient for personal well-being as a result of poverty and misery. They are impatient, just as my own people were, for equality because of centuries of oppression. This impatience can be slaked only by prompt help and prompt action by free-loving peoples all over the world and, especially, by the world of free labor.

For the tremendous renaissance of peoples of Africa and Asia, the most dramatic birth of nations that mankind has ever seen, is due primarily to the labor movement. Workers everywhere can be proud that wherever the banner of freedom was raised in Africa, it was raised by free workers. The Prime Ministers of these countries are the former heads of trade unions who toiled and fought to create their countries' independence with the patience of planters and the courage of pioneers. It is, therefore, the duty of workers everywhere to help them, so that their national liberty will be accompanied by individual freedom, to demonstrate to them that liberty is indivisible, that a free nation can carry the burden of its own development without sacrificing man's dignity. We, in the little country of Israel, are proud to be able to share our part in the assistance to those nations as a humble token of labor and human solidarity.

Of course, the achievements of the Israeli labor movement are due primarily to the pioneering efforts of two generations of men and women of Israel itself. Their dedication and their sacrifice made those achievements possible but we could not have done it without the generous help of freedom-loving friends all over the world and, especially, the labor movements of the United States and Canada, your great Union included. But other peoples too received help and it is a source of pride to us, as I think it should be a source of satisfaction to you too, that we put the aid we received to the best possible and constructive use, and one could hardly see a more constructive purpose than reviving a nation, restoring dignity to man, redeeming a land and, at the same time, extending a hand of help to others.

At the conclusion of my remarks, may I say just this: In our turmoiled and confused world it has become fashionable to talk about fraternity and brotherhood. There are even countries where guns or firing squads are formed and used to promote or, rather, to impose supposed brotherhood. But if there is anyone who is really entitled to speak in the name of brotherhood, it is those who carried in their hearts a deep longing for this, for we and you, the entire free labor community of Canada and the United States and, particularly, your Union, have shared this longing. It is also this longing that links us together in a bond of fraternal friendship for which we of Histadrut are truly grateful to you. (Applause)

May I make just this concluding remark: My nation is small, all nations need friends, small nations need them desperately. My country found faithful friends in the tragic time of trial when it fought for and won its independence. In this troubled world it is safe to predict that we shall need our friends again and again, for in this world of ours it is not enough to be right. It is important not to stand alone in the defense of your rights. We feel proud that we can count you among our sincere friends and, therefore, we are delighted to extend to you, to your Convention and, in particular, to a great friend, your distinguished president, Philip Randolph, the best greetings of the Israeli labor movement of the pioneers of Israel, Histadrut. Thank you. (Applause)

CHAIRMAN BLANCHETTE: Thank you very much Brother Avrech for your inspirational, informative and challenging address. At this time we will be favored with a vocal solo by Mr. Jeffrey Cumberbatch.

(Solo - Ave Maria)

CHAIRMAN BLANCHETTE: Thank you, Mr. Cumberbatch, for that delightfully rendered tenor solo. It is one of our favorites. Thank you very much.

Now, ladies and gentlemen, our second guest speaker is Brother Harry Van Arsdale who is Business Manager of Local 3, International Brotherhood of Electrical Workers, and Executive Board member of the Building and Construction Trades Council. He is President of the New York City Central Labor Council, AFL-CIO, representing one million workers in the metropolitan area. He has served as Vice Chairman of the Organizing Committee of the Manhattan Boy Scout Council, and is a member of the

Executive Board and representative to the National Council. He has secured Union support for Scoutarama and expositions of the Scout Councils. He has fostered work projects to improve the camps; raised funds for camp scholarships for needy youngsters. He has received appointments from two governors. Governor Harriman appointed him a member of the Council of the State University College on Long Island and Governor Rockefeller appointed him a member of a task force Housing Committee to develop a program for middle-income housing.

Brother Van Arsdale is the recipient of the Silver Beaver Award from the Boy Scouts of America; the recipient of the Civil Rights Award from the American Jewish Committee Anti-Defamation League. He is the recipient of the Deborah Hospital Humanitarian Award, also the Good Scout Award from the Boy Scouts of America and the Manhattan Medal Award from Grand Central Hospital. He is also the recipient of the Page One Award from the Newspaper Guild and, again, is the recipient of the New York Mirror Youth Program Citation Gold Plaque. Brother Van Arsdale is a member of the Board of Hospitals appointed by Mayor Robert F. Wagner in 1961. This Board is a governing body for the New York City Department of Hospitals. Our second guest speaker, Brother Harry Van Arsdale, Jr., was one of the Electors to cast a ballot for President John F. Kennedy at the Electoral College in Albany, N. Y.

We are happy to welcome you, Brother Van Arsdale, and to listen to you.

HARRY VAN ARSDALE, JR. Mr. Chairman, President Randolph, officers and members of the Brotherhood of Sleeping Car Porters, ladies and gentlemen: I am going to necessarily have to be brief so you will have the opportunity to fully hear A. Philip Randolph.

The story that we heard is a story that could be repeated, in one form or another, of any worthwhile labor union, and the lesson we all should learn from it is how tremendously important it is not only for us to help in every way that we can, but to make every effort to influence each and everyone that we come in contact with to do what he, or she, can to help.

Now, I was born during a walkout that lasted thirty-three months in 1904 to 1907, so I am a lot younger than your First Vice-President. Out of 1,800 men that were locked out, there were 400 that stood together during that long period, and my father was one of those 400. He is still alive today, so I learned something about the struggles of a trade union family while I was very young. He was brought to the hospital from one job with a broken leg and, at that time, there was no compensation law in the State of New York or most of the other states. Several years later he was brought to the hospital with a broken arm from a construction job, and the compensation law had passed, so I learned at an early age from my mother the difference between a family in a state that had workmen's compensation and what the condition was prior to having it.

When my dad came home with his tool bag and put it under the bed, I learned the effects of unemployment on a family. My mother would go in the other room and weep a little, and I would go to the store and tell the butcher and the baker and the grocer that Pop was out of work again, and that meant to charge the food. That was an advantage that the workers don't have today with the chain stores. Well, at least you could charge the things and then, by the time the bills were paid, he'd be unemployed again.

Now, I attended the convention of the A. F. of L. as a young man in 1935, and that was where I first heard the great President of the Brotherhood of Sleeping Car Porters, and for the many years that I attended those conventions I listened attentively and, as time went on, I learned a great deal that I hadn't known when I first heard your President in these discussions.

There was a period that I did not attend the conventions of the A. F. of L. because of a feeling that there was necessity for greater urgency to get things done. I got into some problems with those that headed our international union and at one stage I came very close, if they could have had their way, of being thrown out of our international union, and I early came to the conclusion that unions should not be judged by how big they were, or how many members they had, or how big their building was, or how much money they had in their treasuries. I came to the conclusion that unions should be judged by the degree of success they accomplish and, also, in addition, by the accomplishments they make for their own members and the contribution they make to the general good, and the story of the Sleeping Car Porters is certainly aplendid example because there have been hundreds of men in hundreds of organizations much larger and much richer, and with every great advantage that the Sleeping Car Porters did not have in its early days, and do not have today, and I am sorry to say that hundreds of those men have not made a contribution to the labor movement, to our country, or to the world. They have not come anywhere near making the contribution that the Sleeping Car Porters have made and that A. Philip Randolph, as the president of the Sleeping Car Porters, and the other officers of the Sleeping Car Porters have made.

Now, I became president of the Central Labor Council not because of any honor connected with it, but because I felt that it would be an opportunity to contribute something; to be helpful to the unions and to the people in New York City, and when we had a vacancy occur on the executive board I contacted A. Philip Randolph and asked him to recommend somebody that could fill that vacancy. I am deeply indebted to him for the fact that he recommended William Bowe. William Bowe was elected as a member of the executive board of the New York City Central Labor Council and I don't know of any man, and there are a great many that make a great contribution, but I don't know of anyone who is better respected or who has been more dedicated that William Bowe in all of the Central Labor Council. We have our Civil Rights Committee in the Central Labor Council that is functioning and working as a civil rights committee should. While there is a great deal more to be accomplished, with Bill Bowe's help and the other members that serve on our committee, we will make great progress.

A week or so ago, for the first time, the New York City Central Labor Council invited the presidents of the international unions and national unions that have their headquarters in New York City to meet with us at a luncheon meeting. Out of some twenty-five, there were nineteen present and, again, President Randolph, who had another appointment and didn't think that he could possibly get there, when I contacted him and informed him of the fact that in the Central Labor Council we have a method of getting things done - we always impose on those who are our best friends - President Randolph was able to come to that meeting and made a great contribution.

The reason for the meeting was that we wanted to tackle what is considered a very difficult job to undertake - to bring into the ranks of organized labor almost a million workers, men and women, in the city, that are unorganized. I understand, particularly, the problems in New York and it is my function and my responsibility to do what can be done, and we met to solicit the help and the understanding of each of these national and international unions and we were very gratified and very encouraged by the discussions that took place and those men are going to meet every three or four months and are going to help us in our efforts.

In our city we have a great many low-wage workers, as we came to realize during the efforts of the hospital workers to improve their way of life, and they have a long road to go. I wish they could all hear - I hope I can get a copy of the tape so that they can all hear - and not get discouraged on the way to accomplishing what has to be done. These people are still unorganized. Some of them work for companies; restaurants that hire five thourand or six thousand employees. It's clear, after twenty-five years, that these workers cannot be organized by the usual methods. If a company can successfully prevent its employees from becoming organized, despite the fact that there is a quarter of a century of legislation that gives them the right, it's time for the labor movement to realize there must be some different approach. So, in each incident the Central Labor Council is going to work with the particular union and plan and decide where to concentrate all of the efforts of all of the unions. These workers are not all organized, but not because the unions didn't make an effort. Some of the unions spent millions of dollars, conducted long strikes, and the workers made their efforts - but always the minority, never enough to overwhelm the employers.

This time it's going to be our job to try to recruit the support of all the people in the community to help these workers, and we had an example that it can be done. When the unions were not making sufficient headway - and I would like you to understand the limitations that the unions are faced with, for in spite of the impression that is given out about so-called powerful organizations, we sit late at night, hour after hour, trying to find solutions to what should be very simple problems and, with all the so-called power, we are not able to find the solution because of the odds that are against us - but, when the unions weren't getting far enough we appealed to A. Philip Randolph and he called together the leaders in the community. When President Randolph brought together the leaders in the community and outlined to them the problem they took action and passed the necessary resolutions and made known to the Mayor of the City and to the Governor of the State that as community groups they were going to take part in these struggles. It contributed more to the settlement of the hospital strike, in my opinion, than the efforts of the unions, and we hope to be able to do this in each successive case in the fight for a minimum wage in the City of New York.

We feel there is every justification for the minimum wage to be higher in the City of New York, because the low-wage worker has to pay the highest rent in the City of New York, he is exploited by everybody in the City of New York. The garnishee specialist - he's his victim. He is the victim of high cost for everything he needs.

Again, President Randolph called on the leaders of the community and, again, they had determining influence and were still waiting patiently. I told the Mayor, at a convention in Monticello on Friday night, that they were still waiting patiently for legislation. It was supposed to pass one week from the time we met with him. Two weeks have gone by since then. But, again, he assured us, on Friday night, that it would pass at the next meeting and it's getting so close to elections that I hope that it's not postponed too many more weeks.

Of course, some people question the propriety of setting up a higher minimum wage scale in a city like New York. They point out that certain employers may leave the city and, of course, we're all striving to avoid this because this would cause unemployment. But, we have finally come to the conclusion that the employer who moves his plant to Puerto Rico, where he is given ten years tax exemption, and when the ten years are up and the Puerto Rican government can't give him ten more years tax emption he then moves his plant to Japan, it is time that we stop giving much thought and consideration to that type of employer. No matter whether it is New York, or Montreal, or anywhere else, we would all be better off without that type of individual because when he no longer can hire men or women for the lowest possible rate he is going to go someplace else anyway, and I wish they would get him there as quickly as possible.

Now, I am from the International Brotherhood of Electrical Workers. The International Brotherhood of Electrical Workers has been quite slow in recognizing its responsibilities. I am sure that President Freeman and Secretary Kennan have done what they could in certain difficult situations, but they were not effective. But I was very happy at this convention because I met a happy man. An official of one of the local unions of the I.B.E.W. which has been particularly backward approached me and he told me that we are admitting some Negro apprentices to our union. "Well, I said, that is good news." "When?" He said they would start to work on Monday. "That is very interesting and encouraging," I said. "Are these boys from families with a union background?" "Where did you recruit these boys?" He told me that the instructor of the apprentices recommended them and said they were very fine young men, studying electronics. And, after they get started, we are going to get several more. So, there is - as long as everybody keeps up the pressure and keeps up the fight - there is progress going to be made, even in the most difficult places.

Now, in our union we have the Lewis Howard Latimer Association which has been in existence for some years. We made a trip with seventy of our members, of various backgrounds, to the Virgin Islands and Jamaica, and our Negro members formed an organization. They called it the Lewis Howard Latimer Association. I had not heard of Lewis Howard Latimer, and I am still to meet the first well-informed person in the electrical industry that knew of Lewis Howard Latimer. Lewis Howard Latimer was a young Negro engineer who developed some of the ideas that Thomas Edison patented, and who worked with Edison for a number of years. And, last year, at the Public Library on 135 Street in New York City, I understand, there was a collection of the work of Lewis Howard Latimer.

Now, we have a great job to do. In our union we have a committee on migrant farm w orkers, and it strikes a lot of people as rather strange that we should have such a committee and that our representative, Ed Dickenson, the president of the Lewis Howard Latimer Association, attends all of the Congressional hearings and the Senate hearings. He, and others, attend hearings that are held by the State, because each and every one of us is responsible for the plight of the migrant farm workers and we must never stop raising our voices to insist that it should be corrected. In one part of the country it is Negroes, in another part of the country it is West Indians, in another part it is Puerto Ricans, in another part of the country it is Mexicans, but the way they are treated when they come to this country to work I don't think that they have a very high impression of us when they go home. And we do not deserve that they should have a high impression of us. They have been exploited, and they have been taken advantage of in every way. Since there have been voices raised against it there have been certain alleviations, but there has been certainly very little improvement to the extent that there should be.

Now, our local union has been very interested in the work of the International Confederation of Free Trade Unions and, in cooperation with the national AFL-CIO, we have opened a headquarters in the Carnegie Building across the street from the United Nations in which we welcome the representatives of the foreign countries to the United Nations. We contact the various unions whenever they are having an activity that we may extend invitations to the representatives of these various countries. A number of them have trade union backgrounds and we are trying, in a small way, to make up for the indignities that some of these delegations to the United Nations have been subjected to in some parts of our country.

We really think that the time has come for all of us to realize that we ought to join the human race. It's all right to be part of this group, or that group, or part of another organization, but the time has come for all of us to join the human race because, if we don't, there is some doubt as to how long it will continue. Now, I'd like to appeal to each of you that when you return to your homes give a little more support than you have been able to give in the past to your own local unions, and give more support to the central bodies because your presence and your advice and your experience can be very helpful in their understanding of things that they might not otherwise understand and when they take on a job to do some good for somebody, give them the help because that's the greatest way that they can learn your value.

Now, recently, there was a great deal said because our union undertook to establish the five-hour day. We did it with one thought in mind - to focus attention on the unemployment that exists in our country. We don't believe there is any reason for it, or any need for it. We believe it is very wasteful and we think that everyone at every level must raise their voices and start to demand that we have really and truly a full employment economy.

We are losing 70 to 90 billion dollars a year in goods and services because of the millions of people that are idle, and the other millions that are working part-time. Now, Western Europe has a full employment economy, and have had it for a generation. They lost the war and yet have had a full economy for a whole generation. We have proved that we could develop a full employment economy during the World Wars. Now we must ask ourselves what kind of people are we that we can develop a full employment economy for the purpose of war and destruction and we cannot develop a full employment economy for humanitarian purposes.

Now, when we got into negotiations we went over various problems with our employers with whom we have always had very friendly, cooperative relations on an honorable basis. We said to them, "Something has to be done about these problems. We have to do something to have people understand that we would like to solve them." They asked, "How can you ask for a shorter work week when there is so much unemployment at the present time?" Well, our union has made a study of our employment in New York City. The office buildingsare overbuilt in New York City, in our opinion. We hope we are wrong. The luxury apartments that rent for $90 and $100 a room, a month, are standing idle and vacant. They tell you on the radio, "Move in in August and don't start paying rent 'till January." But whoever moves in had better start saving up in August, because the rents are so high they will have to pay in January, and from then on.

The reason it is busy is because there is a new building code, and anyone who does not have the foundations for the big apartments built by November will only be allowed to build on 50 percent of the land, and the speculators, and the people who indulge in the speculation of land, have increased the price of land in New York City and, particularly, in Manhattan until it is almost impossible to plan what can be built on such expensive land.

When we were negotiating there was great unemployment among all the electrical unions around the country; these highly skilled men were idle and appealing to us for work. We told our employers that there were one million men and women recently out of school and college and unable to find jobs. The employers expressed sympathy but said there was nothing they could do about it. We proposed that there be a reduction in hours.

Our union has had a six-hour day since 1935 because when I came home from the 1935 convention in Atlantic City I told the membership and the Policy Committee about the resolutions that were passed. I felt that when you went to a convention and a resolution was passed you ought to go home and do something about it. So we established a six-hour day as a result of the 30-hour a week resolution that was passed. However, when the war came, being good Americans, the men automatically, without very much discussion,agreed to work seven and eight hours a day for straight time. After the war, there was such a need for buildings that we worked the seventh hour for time and a half.

We said to our employers that if they agreed to a reduction in the hours we would be able to admit one thousand additional young people, and among the one thousand we would be able to include a great number of young men of the minority group who haven't had an opportunity, up to now, to learn the skilled trades. I am happy to report to you that as a result of those men having stood together we were able to convince our employers that we wanted the hours reduced.

We didn't win the four-hour day. I had been reading speeches and labor pamphlets since 1922 about the need for a four-hour day, but we did not win the four-hour day; we won a five-hour day, and we worked one extra hour of overtime. When things slow down we will go to five hours.

Now I'd like to report to you that more than two hundred young men of minority groups have started out in our trade. Some of the young men, of all groups, came in and when they found out they didn't start off with four dollars an hour, as they had read in the papers, they didn't follow through, but we get very good reports on those who have followed through, and when we train them to be electricians they receive a training which makes it possible for them to be employed as sub-foremen, foremen, general foremen and superintendents in our industry. So, there is going to be opportunity.

Now, I serve on a committee concerned with the problem of apprenticeship for minority groups. An outstanding Negro leader, Peter Ottley, of the Building Service Union, has served on our committee. Peter Brennan, the president of the Building and Construction Trades Council, has served on our committee. And if the pressure continues, and if the fight continues, there is going to be improvement. However, I would like you to understand, when you read the criticism of building trades unions, a building trade worker is either working during a period of unemployment in his particular craft, or he is faced with the fear of unemployment in his particular craft. So, not only is there objection in certain unions to the admission of Negroes and other minority members, there is objection to admission of any apprentices because the men who vote on the question feel that if additional young men are brought in they are going to be plagued with the fear of unemployment.

But we are making an effort. We tell them that if there is going to be unemployment, even if there is ten, twenty or thirty percent unemployment, it will not be very much worse if they give an opportunity to young men, worthwhile men, men who deserve the opportunity, men of minority groups, to learn the skilled trades.

There is progress being made, and I am not saying that for the purpose of any of us getting satisfied, because I am very impatient with this whole matter of discrimination. It is a black eye to our country and the fight has been going on for so many years that it ought to be over and we would all be better off if it were over tomorrow. And if somebody explains to us and convinces us it can't be over tomorrow, then let all of us say: "Let's get it over with the day after tomorrow!" Thank you. (Applause)

CHAIRMAN BLANCHETTE: Thank you, Brother Van Arsdale. I am sure that each of us is improved after listening to the stirring address by Brother Harry Van Arsdale. Thank you very much.

Now, before we ask Mrs. Roy States, Directress of the Choir, and her choir to render another selection, I think it fit, quite fitting that you should have the opportunity to see for the first time the other international officers than those you have been accustomed to see, and I am taking this opportunity to introduce, first of all, our international officers of the Brotherhood of Sleeping Car Porters, other than the International President, at this time.

We have heard, and you have met, the First International Vice President, Brother Milton P. Webster, sitting at the extreme right. Would you please take a bow again, Sir? (Applause)

At his left, we find the Father of this movement, the Founder of this movement. The records show that it was Brother Ashley L. Totten, the militant Ashley L. Totten, who inspired in the minds of his fellow men the conviction that only a trade union which was not part of the Company - not run, as Brother Webster told you, where the Company sits on both sides of the table - would be the one opportunity for black men and white men, but in our particular case, black men, to wrest from capital, the rights and the treatment and the security that was necessary to bring into fruition that to which we are entitled.

Yes, the records show us this is the man. Very often it has appeared to me that we do not hear enough of the Father of the movement. We hear of him as the International Secretary-Treasurer of our organization since the year 1930 up to the present time. And let me tell you, as one who is charged with the responsibility, with my associates and colleagues on the International Executive Board, to scrutinize the finances of this organization, our International Secretary-Treasurer is very meticulous and jealous, and he looks after the treasury like an eagle guards her young. (Applause)

But one of the particular virtues that I personally have admired in Brother Ashley L. Totten as I have grown to know him - and having grown to know him, to love him - is his perseverence. Some writer has said that a man's ability to stick beyond the endurance point brings him into touch with that mystic genius that bridges the chasm from failure to success. And if I have read the record of the Brotherhood of Sleeping Car Porters aright, and I keep on reading it so that I, too, perhaps, may be fully inspired to tread in the steps of men like Ashley L. Totten and his colleagues, the original six, and our international officers who yet are here with us - as I read it and, I trust, you too, we ought to take off our hats to the Father of this movement. We ought to thank God for him, and it is with great pride that I now ask Brother Ashley L. Totten to stand and take a bow. The International Secretary-Treasurer. (Applause)

It is with perhaps equal zeal that I am about to call upon a man at whose feet it has been my experience to sit for the past twenty years and to learn from him the methodology, techniques, principles and policies of the organization we serve. That is in the person of my immediate superior and boss, the Second International Vice-President and Zone Supervisor of the Detroit-Pittsburgh Zone, which includes Canada, Brother Bennie Smith of Detroit. Will you please take a bow? (Applause)

Brother Webster stole some of my thunder. I was going to tell you of the fine work and signal distinctive contributions that are being made by the Third International Vice-President out on the Pacific Coast but, inasmuch as he has been so well introduced, suffice it to say that we admire the Third International Vice-President of our organization and we trust that you, too, will become an admirer of his as we are. Brother C. L. Dellums of Oakland,California. (Applause)

Then we come to our Fourth International Vice-President, my personal good friend, one whom we have watched in his meteoric rise. I recall, years ago, when I was chosen to serve as International Field Organizer. At that time, this personality had the same titular appellation. The titles do not truly indicate one's worth and one's merit to any movement but as we have watched his rise in the Organization, the rise in his contribution to the cause of liberating black workers from the thralldom of injustices, our pride in T. D. McNeal has blossomed. We were very proud when we got news, up here in Canada, that Brother Ted McNeal was chosen as the first, the only one, present Negro senator from the State of Missouri. He is not only our Fourth International Vice-President, but he is also the competent,efficient secretary of the International Executive Board. It is, therefore, with great pride that I ask Senator Ted McNeal, Fourth International Vice President of the Brotherhood, to take a bow. (Applause)

Those are the international officers. Now, I think it is fitting that the Lay Members you should get to know, and the first Lay Member, you will find him in the second row, Brother Clement J. Smith of Richmond, Virginia. (Applause) Brother A. R. Dailey of St. Louis. (Applause) Brother W. C. Isaacs of Los Angeles. (Applause) And the veteran, Brother Jimmy Martin of Chicago. (Applause) The last Lay Member of the Board has the responsibility of chairing this afternoon's meeting. (Applause)

Now, we have other international officials who are presently with us. I tried to get him up on the platform but he wanted to take pictures, I believe. We find the Eastern Zone Supervisor, Brother B. M. McLaurin. Will you kindly rise? (Applause. And here is the General Factotum in our New York office, Brother William H. Bowe, International Field Representative. (Applause)

Then you heard Brother Webster say that he had trained two men. I am checking up on his mathematics because, in my observation, he is presently training and has done a marvelous job in the training of a third man, and that is the International Field Agent in Chicago who presently has assumed, by vote of the membership, the responsibility of Secretary-Treasurer of the largest division in the Brotherhood of Sleeping Car Porters, Brother L. J. Shackelford, Jr. (Applause)

I don't think I have missed any international officials. And now, I asked the Chairman of the Sub-Committee to see to it that he placed, or requested, the wives of our international officials to sit in the front row, but it hasn't been done. Someone told me, as I asked about it, that it wasn't necessary. He said, "They like to sit in back of us anyhow." And it is because our wives sit back of us - sometimes, you know, you may think they are behind, whereas they are in front - and it is because of their support, their inspiration, their encouragement, yes, the love and understanding in the times of stress and discouragement when things look black, had it not been, I dare say, for these wives of the international officials to point out that behind every dark cloud there is a silver lining, perhaps there w ould not have been a Brotherhood of Sleepinc Car Porters here today. So we want to give credit and honor to the wives of our international officials. First, I should like you to meet and see and greet Sister Ashley L. Totten. Will you kindly stand up? (Applause) Then the wife of the Chairman of the Board, Mrs. Milton P. Webster of Chicago. (Applause) Now, Mrs. T.D. McNeal, the charming wife of Senator McNeal. (Applause) I must apologize to my immediate superior. I find it difficult to place her, I know she is here - oh yes, there she is - the wife of our own Zone Supervisor, Mrs. Bennie Smith. (Applause)

Now, the lay members of the Board also have their charming wives with them. Some of them have left their wives at home. They have told me it is because they teach school and this is September. We have here Mrs. A. R. Dailey. Will you please stand, Mrs. Dailey? (Applause) Mrs. Clement Smith, where is Mrs. Smith? (Applause) Mrs. W. C. Isaacs, where is Mrs. Isaacs? (Applause)

Now, ladies and gentlemen, we have yet remaining, in my opinion, three ladies that you ought to meet and have presented to you today. First, the lady that was the sparkplug of the Ladies Auxiliary set up here in 1942. She worked hard and with her keen mind and executive ability she developed a Ladies Auxiliary in Montreal in 1942 which, in my opinion, was second to none. Because of the contribution she made in that regard she was elevated, when we had the international structure of the Ladies Auxiliary, to membership on the Auxiliary International Executive Board. It is with pride that I ask Sister Velma Coward King to stand and take a bow. (Applause) Then we have the president, the incumbent president, the charming and fine president of the Montreal Ladies Auxiliary who is sitting next to our own Chief on the platform, Sister Evelyn Braxton. (Applause)

Last, but by no means least, it is with profound admiration for the monumental contribution she has made to the International Ladies Auxiliary to the Brotherhood of Sleeping Car Porters, though presently she is retired from that capacity, I feel we ought to do homage and honor to this dear lady with admiration and acknowledgment of that fine contribution. I was cheered when I saw her yesterday in the hotel and it is therefore with great pleasure I am going to ask Sister Rosina Tucker of Washington, D. C. to stand. (Applause). Now, ladies and gentlemen, I trust that I have missed none, ah, the dear lady that I asked to sit up close to the front, I overlooked her. I am very sorry. I told you we had on the platform the General Factotum in the New York office, the international headquarters, and here is his charming wife for whom we hold a tender affection, Mrs. William Bowe, Will you please stand? (Applause)

And now, before we introduce the International President, our fine choir of Union United Church will render another selection. One which you know only too well, and one of our favorite songs.

(Choir - "Glory Hallelujah")

CHAIRMAN BLANCHETTE: Thank you Mrs. States, and the choir of Union United Church. You have delighted our ears this afternoon with your renditions.

Now, ladies and gentlemen, I think it is Shakespeare who said, "Some men are born great, some acquire greatness and others have greatness thrust upon them." Surely, history shows Brother A. Philip Randolph Randolph was born great. His mind is like the ocean that washes the shores of all human thought.

We are jealous of the fact that we have incomparable leadership; a man of granite-like integrity, a leader in every sense of the word. I know you do not need to hear me, in my humble way, use any words, because words are inadequate to present to you the image of the monumental contribution that has been made by Brother Randolph throughout the nation. As a matter of fact, it was because of his contribution, the F.E.P.C., why we have today, in Canada, a Federal F.E.P.C. This is the man responsible for it, and your humble servant has never failed, as we sit in various august bodies, even in Ottawa, to let them know that the F.E.P.C. they speak about with such joy and pride here in Canada was the gift of the Brotherhood to not only the United States of America, but the Dominion of Canada, under the leadership of A. Philip Randolph.

Consequently, I want us all to stand and, with ringing applause, acknowledge the incomparable leader we have. A. Philip Randolph, International President of the Brotherhood of Sleeping Car Porters. (Applause)

A. PHILIP RANDOLPH: Thank you Brother Blanchette, International Representative of the Dominion of Canada. Our good friend, the Reverend Mr. Este, and our good Brother Avrech from the great labor movement, Histadrut, of a great new country, Israel. We are glad to have him and we want to send greetings to our brothers in Israel. Members of the International Executive Board, Sister Rembert, Sister Braxton.

I am awfully happy to have the opportunity to participate in this program; this is a delightful program. The musical numbers were exquisite, fascinating and intriguing. I enjoyed every number. I want to congratulate the Montreal Division and the Brotherhood of Sleeping Car Porters in the Dominion of Canada, under the brilliant and able leadership of our good Brother Blanchette, upon the splendid arrangements for our Convention in this delightful and colorful city, Montreal.

Now, I am not going to talk long. Our distinguished brother and my fine colleague, Brother Webster, has given a comprehensive statement on the history, the philosophy and program of our Organization and consequently I am not going to hold you unduly because we have been here quite a long time. But I want to emphasize the fact that our Organization is one of the outstanding beacon lights in the mainstream of organized labor in the United States and Canada.

Brother Van Arsdale, who gave that splendid talk, wanted me to tell you that he is a member of a caucus and he must return to the meeting of his convention which is being held in the Hotel Elizabeth.

Now, there are some challenging questions that confront not only Negroes but all the people of the world today. One is world peace. It is the responsibility of the labor movement, in particular, to work for the cause of world peace and in order to work for the cause of world peace we must be concerned about disarmament, total disarmament, and also international inspection. We can't have world peace unless we have the abolition of scientific weaponry which is capable of the destruction of the entire world and, even when we get disarmament, we need international inspection to be certain that we really have disarmament and that all of the countries of the world observe the treaties and the conventions in the interest of the maintenance of disarmament.

And, then, along with the achievement of world peace we must win human freedom, and under human freedom I would include the abolition of colonialism in East Africa, in Kenya, in Uganda and in Central Africa, Southern and Northern Rhodesia, and Nyassaland and Aden, and also in Portuguese Angola and Mozambique. As a matter of fact, with the sun of freedom as high in the world as it is today, colonialism is an anachronism, it is outdated, it's outmoded. Fortunately, the nationalist revolutions in Africa are certain to burn up the structure of colonialism and throw it into the ashcan of history.

As we move forward, our next important goal must be full employment, as was pointed out here by Brother Van Arsdale. All men who want work, who are unemployed and can work, must be provided with meaningful employment; employment that will provide a high standard of living, through good wages. And unemployment today is, perhaps, the worst tragedy which can hit the family of a worker. But there are five million people unemployed in the United States of America now. The rate of unemployment among Negroes is twice the rate of unemployment among white workers. There are eighty thousand Negroes unemployed in New York City. And, as a matter of fact, the rate of persons who are on the relief rolls in most of the metropolitan centers of the United States is high among the peoples of color, and the reason for that is that they are the ones who are hit by joblessness and, consequently, full employment is indispensable. This is the goal of the American labor movement, of the Canadian labor movement and of the world labor movement.

But we have another problem, and that is the problem of rapid technological change. It is sometimes called automation. Automation, technological change, science and industrialism; these forces were not brought into being by the employers, they were not brought into being by any single segment of our population; they are the product of the community. Scientific research has to be paid for and, as a rule, it is paid for by the taxes of the people. And, not only that, labor bears the burden of the readjustments that result from the introduction of labor-saving machinery, the march of technology. Inasmuch as technology is a collective creation of the people, the people should share in the fruits of technology and hence the worker should not be displaced by the machine. The community and the government have a responsibility to see to it that the machine does not take bread out of the mouths of the workers.

We know that technological change cannot be stopped, the march of science cannot be arrested. It should not be arrested. Nevertheless, the great masses of the people should not be required to bear the brunt of the impact of this great automation revolution which is shaking the world. But what can be done about it? You cannot destroy the machine, you cannot stifle the invention of various geniuses in the world. Then what is to be done? We must reduce the hours of work, we must shorten the workday, the workweek, the workmonth, in order to make new jobs. For instance, in our own field, if the Brotherhood of Sleeping Car Porters can win the fight for the forty-hour week we will make one thousand new jobs. That's worth fighting for.

Brother Van Arsdale indicated to us that the Electrical Workers Union in New York City recently won the five-hour workday. Now this is one of the roads to the solution of the problem of automation. I would not indicate here that it is a complete solution because, as a matter of fact, a complete solution is going to require a drastic overhauling of our private free economy. The economy of Canada, the economy of the United States of America are not functioning in a manner which is designed to achieve full employment. In the last ten years we have had five recessions and not only have w e had unemployment as a result of these recessions but now we are facing what is known as structural unemployment, permanent unemployment, hard-core unemployment, the unemployment of workers - workers who will never work again, workers who are unemployable, workers who are untrainable.

This, I submit to you, is the gravest single problem the working people face in the United States of America and Canada. It's the gravest single problem which is confronted by the workers of the world. It is quite possible that if the wars had not intervened, the first World War and the second World War, that we would have had revolutions about unemployment in the various countries of the Western world where you have high industrialization, high mechanization, where the march of technology is at a high rate. And we must realize that the time will come when we will not be spending forty billion dollars a year for preparation of war, forty billion spent in making weaponry, in making missiles and things of that sort. These forty billions of dollars provide employment for workers, but this is employment for the purpose of creating weapons for the destruction of mankind. What is going to happen to the world if we achieve world peace and we no longer have the necessity of creating weapons, building submarines, building destructive airplanes, missiles, and things of that sort? What will happen then? Is it possible for our economy to employ these people at meaningful labor? This is a question and a problem we will eventually have to meet, and I don't know of any segment of our country which has found the remedy or the answer.

Now, the Brotherhood of Sleeping Car Porters is working on the problem of a shorter workmonth. As I aforesaid, this is one of the remedies. It is not a complete remedy. It is not a basic cure but it is a realistic foundation upon which to build a basic cure and it is a part of the great struggle that is being carried on by the working people of the world to build higher standards of living; standards of living upon which the culture of the world rests and on which the hope and the future of mankind rests.

I have great faith in the genius of our movement, great faith in its future. We have problems, we have trials in these troubled times but, in the last analysis, the worker's greatest problem is the worker himself; and when the worker finds out and fully comprehends that in his hands lie the remedies to his problems he will apply these remedies, and they are not to be applied merely for the liberation of workers of color but for the workers of the world.

And then, in addition to world peace, the achievement of human freedom, and meeting the problem of unemployment, radical technology and automation, there must come racial equality all over the world. All men are equal, all men were made by God, all men were made to be free and, consequently, no law, no constitution can give me my human rights, can give me my freedom. I enjoy my human rights because I am human, and God made me human. (Applause)

And thus, my friends, because we face these problems of the world, because we also have the desire to be free, because we have the desire to enjoy higher standards of living, we must fight on to achieve these objectives. In the nature of things, man must struggle against slavery because slavery is pain, freedom is the absence of pain. Every organization, every entity wants to be free from pain and to achieve happiness and this is the reason why the labor movement came into existence. We have to struggle to be free, we have no alternative. The problem is developing the proper methodology, the proper techniques, the proper system of action, and I believe that the Brotherhood of Sleeping Car Porters is expressing one of the basic systems, and that is the struggle to build higher standards of living. Thank you very much. (Applause)

CHAIRMAN BLANCHETTE: As we stand, Rev. Dr. Este will pronounce the benediction and then we will sing one verse of "God Save the Queen."

REV. DR. C. H. ESTE: Benediction

"God Save the Queen."

CHAIRMAN BLANCHETTE: Thank you. The meeting is closed.

MONDAY MORNING SESSION

September 10, 1962

The Opening Meeting of the Fourth Triennial Convention and Thirty-seventh Anniversary Celebration of the Brotherhood of Sleeping Car Porters, AFL-CIO-CLC, held in the Salon Dore of the Queen's Hotel, 700 Windsor Street, Montreal, Quebec, Canada, convened at 10:00 A.M., September 10, 1962, with Brother J. M. Sealy, of Montreal, presiding as Temporary Chairman.

CHAIRMAN J. M. SEALY: The Convention will please come to order. We will now stand and sing one verse of "Hold the Fort."

(Convention rises and sings one verse of the Union song, "Hold the Fort.")

CHAIRMAN SEALY: Now, the Pastor of Union United Church, the Rev. Dr. C. H. Este, will lead us in prayer.

REV. DR. C. H. ESTE: Let us pray! Oh, Thou Lamb of God, which takest away the sins of the world, have mercy upon us and grant us Thy peace.

Almighty God, we are assembled within this parlor to prescribe unto Thee all glory, grace, dominion, power and majesty. For the Lord hath done great things for us, whereof we are glad. We bless Thee, O Lord, for the manifestation of Thy presence, particularly in this struggling, which has been characterized by the great endeavors to bring this Organization to the present status that it now enjoys.

We thank Thee for the courage that has been exemplified by the men and women who sacrificed their lives that we may become shareholders of this great tradition. We have come here this morning from different places to express our sense of thanksgiving for that spirit of determination which has made it possible for us to rise above the afflictions, discouragements and everything that tended to bring this noble order into disrepute.

We are here this morning, Lord, to seek Thy direction in our deliberations, and grant that through the intervention of Thy Holy Spirit all things may work together for good.

Bless, O Lord, the homes represented this morning. Be gracious unto those left behind. Bless the great head of this Organization and all his associates. We give Thee thanks for the Local Division work. Grant that we may work out some solutions to the vexing problems confronting us.

And may we never lose sight of the fact that the Lord is nigh unto all that fear him and all who serve him in truth, so we may be refreshed as we wait upon Thee. Take away any fear or pessimism that may creep into our sould, and fill us with the joy and splendor and majesty, through Jesus Christ, who taught us to pray, saying:

(Delegates take vocal part)

"Our Father who art in heaven
Hallowed by Thy name, Thy kingdom come
Thy will be done on earth as it is in heaven.
Give us this day our daily bread;
And forgive us our trespasses, as we forgive
them that trespass against us;
And lead us not into temptation, but deliver
us from evil.
For thine is the kingdom, the power, and
the glory, For ever and ever. Amen."

CHAIRMAN SEALY: International President Randolph, Officers, Members of the Brotherhood of Sleeping Car Porters, Distinguished Guests from the United States and Canada who are in attendance at our Fourth Triennial Convention:

It becomes my privilege, honor and pleasure, on behalf of the Montreal Canadian Pacific Local of the Brotherhood of Sleeping Car Porters, to extend to you a hearty welcome. We are very glad to have you and sincerely hope that your stay with us will be a pleasant one. If there is anything you would like to know about Montreal or should you have any problems, we ask you to get in touch with us. We will be most happy to help you. Again, a sincere welcome to one and all!

I have been asked to announce to the ladies of the Auxiliary and all other ladies from the United States and Canada, that at one forty-five there will be a bus ride. Buses will be outside the hotel. You will have an opportunity to gaze upon our beautiful city, and I trust that when you go back you will agree with me that it is a beautiful city.

At this time I will turn over the gavel to the Temporary Chairman; a man who needs no introduction in the United States or Canada, a man who has given his time and energy, and even jeopardized his freedom for the cause, and still remains dedicated to the improvement of the jobs of porters who, prior to the inception of the Brotherhood of Sleeping Car Porters, were working under slave-like conditions. This man of whom I speak is our Second International Vice President and our own Zone Supervisor, Brother Bennie Smith! I give you Brother Bennie Smith.

VICE-PRESIDENT SMITH: Mr. Chairman, Brothers and Sisters: You have heard the hearty welcome extended to all of you, and I want to repeat that at one forty-five we would like you to be near that door because we want you to get into some of these nice new buses we have in Montreal so you can see this wonderful city. Many of you have not been here before, and many of you have, but there is always something new to be seen in Montreal.

At one time in my short lifetime I said that I would not live in any place other than Montreal, Quebec. I thought that Montreal was one of the greatest places in North America to live. I still think it is a mighty fine place, and I want you to see some of it, and see and enjoy some of the things I knew in the early days.

Now, brothers and sisters, we are running a little late, like sometimes on the road we are running two hours late but reported "on time." We started a little late.

The next speaker is one of such leadership as the world gives us in every century. He has taken what he has and has worked with it, with the tools he had. He is a brother and a leader. He needs no introduction before any audience anywhere in the world; he is well known. At this time, as you well know, he is not only a member of the Executive Council of the American Federation of Labor and Congress of Industrial Organizations, but is also a member of the Railway Labor Executives' Association, as well as many other activities in which he leads us.

Brothers and sisters, it is a pleasure for me at this time to present to you this great leader - Brother A. Philip Randolph, International President of the Brotherhood of Sleeping Car Porters.

(Delegates stand and applaud)

PRESIDENT RANDOLPH: Thank you Brother Smith, Second International Vice President; our good friend and brother, the Reverend Mr. Este; Brother Sealy, president of the Montreal Division; Brother A. R. Blanchette, International Field Representative; delegates to this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters; delegates of the Ladies Auxiliary, and fellow workers and citizens of Montreal.

I want to express, on behalf of the members of our International Executive Board, our great pleasure to be assembled in this great city for the purpose of carrying on deliberations at this period of crisis in the life of our movement.

We have met in this beautiful, colorful and historic city of Montreal, in the Fourth Friennial Convention and Thirty-seventh Anniversary, in an hour of challenge and decision.

Ours is a crisis convention. Our members face a job crisis.

Verily, the winds of change - accelerated change - are blowing upon our great movement, the Brotherhood of Sleeping Car Porters. They are blowing upon our industry - the railroad industry. They are blowing upon every movement and institution of man throughout the world.

Yes, the Old Order changeth; a New World is being born. Progress, yea, even our very survival, requires adjustment to the momentum and mandate of change, or events will pass us by. Confronted by a whole new world of opportunity and danger, we must develop the will for adventure, exploration and experimentation with a deep sense of history, tradition and moral imperative. We must have no fear. The only fear we have to fear is fear itself.

SPACE AGE

In this mid-twentieth century, as a result of the march of science and technology, man is face to face with the Space Age.

It is both startling and inspiring, with man in a satellite orbiting the earth while a frenzied race proceeds apace between the United States and Soviet Russia to be the first to land a man on the moon.

Because of the gigantic cost (some fifty billion dollars) of man reaching the moon, the question may well be asked, What value is this interplanetary endeavor to the advancement of mankind? There is no definitive answer to this inquiry. But man's curiosity and love of adventure have ever led him to wonder about the challenge and mystery of the unknown. This is the reason for the advent, life and living of astrologers and astronomers, philosophers, saints and prophets of the ancient world. Moreover, the development of science and technology that is a condition to experimentation and exploration in the realm of spacial phenomena indicate the magic and marvels of discovery and invention of tomorrow.

What a warning to the oppressed and underdeveloped peoples of North America, Asia and Africa!

Thus, the story of history portrays the long struggle of man for the conquest of man, the creation and conquest of the machine and materialism, and the building of systems of religion, morality and government.

STRUGGLES OF BROTHERHOOD

And here we are, of the Brotherhood, engaged in the major struggle of our life and history. It is a crucial struggle; it involves danger and opportunity. There is danger that we may lose and there is opportunity to win. This is true of every great crisis of history. Whether we win or lose depends upon what we do in the crisis.

If we unite and move forward, we will win. If we retreat, we retreat in disorder and we will lose. Life requires that a movement move either in progression or retrogression. It can not and will not stand still. Thus, the Brotherhood must move forward with the vanguard of labor to face and grapple with the problems that challenge us.

THE PROBLEM

The problem of the workers in the United States and the Dominion of Canada is the problem of diminishing jobs. The problem of dwindling jobs exists on the railroads, on the ships, in the mills and mines, and in practically all of the production and service industries

This problem takes the primary form of joblessness. Joblessness means idle men, idle money and idle plants. This is a type of economic paralysis.

Yes, it's a crisis; a major crisis. It may be the cause of recession and develop into a depression.

A recession or depression means human hunger, foreclosure of mortgages, broken homes and loss of homes, business bankruptcies, sale of farms for debt, depressed industrial areas, victimization of children as drop-outs from school, and increased compulsory reliance on state welfare relief. These ups and downs, booms and busts, bob up like Banquo's Ghost, ever and anon, as chronic behavior characteristics of our free market economy.

ECONOMIC PLAGUE OF THE WORKERS

Verily, unemployment is an everlasting economic plague of the workers, black and white, Jew and Gentile, Catholic and Protestant.

Workers in the United States and Canada have suffered from intermittent industrial ups and downs, or severe depressions, since the mid-Eighties and early Nineties. Note the economic rhythm of the appearance and disappearance of good times and hard times in 1907, 1914, 1921, and from 1929 to the mid-30's, and 1949, 1954, 1958 and 1960. In fact, the economies of the United States and Canada seem to have entered into permanent alternating recession and recovery cycles.

Not since 1949 has the national rate of unemployment in the United States dipped below 4 percent, which Government economists consider to be an index of economic health although 4 percent of the workforce of 68 million represent almost 3 million unemployed workers. And three million human beings tramping the streets looking for work where there is no work constitutes a tragedy.

In fact, recovery from the last recession of 1960 started well but it is now beginning to sputter and may soon run its course. It is predicted by some economists that the human misery and economic waste of unemployment will become worse in the coming months unless an all-out government intervention is projected to counter the economy's downward drift.

Government leaders don't deny that the number of jobless will rise towards 6 percent or more this winter. The present weak and halting performance of the economy today comes on top of brief and incomplete recoveries from the three previous slumps of the past nine years. One recession has followed fast upon another and the upturns have been getting weaker and shorter in duration. Let me add that the economic sickness of recessions that beset the United States has its comparability in the Dominion of Canada, even in terms of time and, sometimes, in intensity.

Even Europe, as a rule, is brought within the vortex of economic maladjustments operating, as it were, within the framework of a free market economy.

But what of the Common Market? Will it eliminate or ameliorate periodic economic crises of European nations, members of this international movement? While it is too early to answer this question, there is no doubt about the economic vitality the European economic community has brought to its member nations. There is no unemployment presently in the Common Market nations.

PORTERS' JOB PROBLEMS

Now, as to some specific problems of job losses of porters and attendants.

Probably, the porter and attendant personnel of the Pullman Company has been reduced by fifty percent in the last five or more years. Loss of employment by porters and attendants on railroads in the United States and Canada is relatively comparable.

CAUSES

What are the causes of this drastic displacement of porters and attendants from Pullman and railway jobs? They may be listed as follows:

(a) Discontinuance of passenger operations, and
(b) Abolition and consolidation of railway districts and agencies.

Like a bolt of thunder and lightning, porters and attendants woke up one morning only to learn to their shock and economic distress that passenger operations, that have lasted longer than a half century, had been discontinued.

DISCONTINUANCE OF PASSENGER OPERATIONS

The most outstanding instance in evidence was the discontinuance of the passenger trains of the Baltimore and Ohio railroad between New York City and Washington, D. C. which had been established before the death of Abraham Lincoln. Porters and attendants who had served on this run more than forty-five years were jobless.

Some passenger operations, while continued, are not carried on during weekends. Passenger trains of the Pennsylvania Railroad from New York City to Detroit have been taken off. Few passenger operations on any of the roads have escaped some form of abridgment, thereby reducing the porter and attendant personnel force.

ABOLITION OF DISTRICTS

Not less incredible and bewildering than the discontinuance of passenger trains, that seemed as permanent as the Statue of Liberty, was the abolition of certain districts and agencies.

Porters, with whiskers of seniority ranging beyond forty years, either remained jobless in their old district or transferred to another district, oftentimes without a run which they could follow under the transfer rule, in which event they were consigned to the bottom of the Extra Board.

Thus, the abolition of the following Pullman districts: Birmingham, Montgomery, Nashville and Chattanooga, Augusta, Charleston, Charlotte, Columbus, Shreveport, Spokane, Oklahoma City and Albany, resulted in the reduction in the workforce, or the loss of jobs. Canada, too, has lost districts, such as Calgary and Edmonton. Other districts, like Baltimore, and even Philadelphia, headquarters of the Pennsylvania Railroad, are just hanging on by the skin of their teeth.

Needless to say that these vast changes are made without regard to the concerns of service to some communities or the future of the workers and their families.

STATE OF THE RAILROADS

But what about the state of the railroads? Are they any longer essential to the life and growth of the national communities of the United States and Canada. Are they being operated for public service or only for private profit?

Yes, it is a matter of common knowledge that the railroads are in trouble. Why? The reasons are:

1. Competition with new forms of transportation such as airplanes, buses and private automobiles.

2. In the field of the transportation of freight competition obtains with highway trucks, pipelines and coastwise shipping.

Half a century ago practically all of intercity travel in this country was by railroad train. Today, ninety percent of intercity travel is by private automobile; two and three-quarters percent by bus; four and two-fifth percent by airplane, and three percent still travel by rail.

Half a century ago practicall all of the intercity freight movement in the United States was by railway. Today, motor carriers, both regulated and unregulated, pipelines, barge lines, ships and airplanes account for more than half of this business, or fifty-six percent. The railroads' portion has dropped to forty-four percent.

The revenues of regulated motor carriers alone, in 1960, are estimated at seven and a half billion. Revenues of the railroads for the transportation of freight, mail and express are estimated to be about nine billion.

The status of the railways in Canada has been affected by the same forces that have transformed the industry in the States, and the reaction of the railroads in Canada has been similar.

Verily, railroad management have lost their competitive vitality, imagination and ability to manipulate risk capital because of the loss of the once cherished monopoly. Hence, there is a deterioration of equipment, and unconcern about service to the public. Railway management do not realize that when they permit the passenger service to die - the original reason for the existence of the railways - the railway industry will die. Many railroads that have deliberately discouraged passenger travel can win a willing public back to the rails if they will improve equipment, schedule trains for the convenience of the public, and provide adequate personnel.

RAILROADS' REMEDY

What is the remedy presented by the railroads for their economic plight?

The answer is mergers.

The two railroad giants, Pennsylvania and New York Central, are well on the way to the effectuation of a merger representing assets of $4.20 billion, now only awaiting approval of the Interstate Commerce Commission. It is estimated to save $75 million a year as a result of the abolition of 7,800 jobs and the elimination of duplicate agencies, roadbeds and stations.

Other proposed giant railroad mergers include the Chesapeake and Ohio and Baltimore and Ohio; Atlantic Coast Line and Seaboard Air Line, with an estimated saving of $39 million annually; the Great Northern and Northern Pacific with the Burlington, providing a saving of $40 million a year.

The major basis of these savings consists in the abolishment of jobs. Note the proposal of the President's Railroad Commission to eliminate 40,000 firemen from the engine cab as the first attack to eliminate alleged featherbedding. On a basis of the Railroad Commission appointed by former President Eisenhower, railway carriers, through nationwide newspaper advertisements, are trying to portray featherbedding as a major calamity to the railway industry, alleging that it costs $600 million annually for work of firemen not needed.

Railway unions are striking back with nationwide newspaper advertisements puncturing the railroads' "poverty" myth and ridiculing the featherbedding obsession as a monumental hoax.

While, no doubt, railway unions were forced to negotiate rules for protection against the ruthless economic aggression of buccaneer railway adventurers in the heyday of the anti-union American Plan and hence may bear restudy for revision, the proposed remedy of not only throwing 40,000 firemen out of the engine cabs upon the human scrapheap of the unemployed, if not unemployable, but of permanently abolishing these firemen's jobs, is incredible and antisocial. Under this economic formula the value of money is placed above the value of men.

As a matter of fact, under the definition of featherbedding as given by railway management, namely, "work performed though not needed" and "work needed but not performed, though paid for," there is probably a very few, if any, agreements in the railway industry without one or more featherbedding rules. Without them rail labor would be exposed and subjected to deliberate and vicious exploitation.

We have only to mention the "first in and first out" and regularly established seniority rules (the violation of which is caused by running a junior employee around his senior in making assignments of jobs, thereby causing the senior worker not only to be thrown out of line but to sustain a loss in wages) in order to understand the origin and value of some featherbedding rules to railway wage earners.

The right of the union to collect a claim for an employee, for the violation of a rule imposing the loss of time and money upon the worker, is the only way by which railway carriers can be made to observe the rules of an agreement and respect the rights of the worker.

PASSENGER DEFICIT DOCTRINE

Now, just as featherbedding is being held like a Sword of Damocles over the heads of railway employees in the operating section of the industry, the abolition of which will result in the slaughter of jobs in the thousands, so the doctrine of the so-called Passenger Train Deficit operation is used as justification for the discontinuance of passenger trains which results in the loss of jobs in the non-operating service area, such as sleeping car porters, attendants, dining car employees and red caps.

Unless railway management is stopped in its reckless policy and practice of eliminating passenger trains, Government may be compelled to assume ownership, control and operation of railways in the national interest, both because of a population explosion and the uncertain state of the world. Moreover, a number of economists cite the dubious validity of the criteria and assumptions upon which the passenger deficit theory and accounting system rest.

The Interstate Commerce Commission and railway carriers that defend and support the passenger deficit policy have yet to furnish sufficient sound and scientific data for the determination of the allocation of costs of the operation of passenger and freight trains over the same tracks with the utilization of the same terminals, yards, facilities and, in some instances, the same personnel.

Well have the railway unions pointed to the sickness of railway transportation. It consists in the fact that the bankers and brokers have taken over.

FINANCIERS, NOT INDUSTRIALISTS, OPERATING RAILROADS

The fact is, there is quick, big money for financial adventurers by merging railroad corporations, liquidating facilities, scrapping equipment and track, slashing payrolls and jobs. The 1962 railroad barons' technique is to squeeze out short-term profits by contracting the industry even though this disregards the needs of a booming population and an expanding economy. Practical railroad officers have been bumped by those whose philosophy is to let the public and employees be damned.

PUBLIC INTEREST IGNORED

Shrinking the railroad system by curtailing service not only undercuts the whole economy, it imperils the national defense. The railroads owe the country safe, efficient and complete service because they enjoy transportation advantages resulting from public-awarded franchises, land grants and eminent domain. This obligation is not being adequately met. When trains are discontinued, travel discouraged, stations closed, branch lines abandoned, less profitable traffic rebuffed and thousands of jobs within and outside the industry threatened, the public is being cheated.

WORKERS MALIGNED AND DISCOUNTED

Indifferent to and failing in their obligation to the public, railroads, with a guilt complex concerning the type of service they are rendering, seek compensations for their inadequacies, shortcomings and limitations in industrial and economic statesmanship by resorting to the ignoble are of scapegoating by turning their wrath upon the workers. They have tried to blame 200,000 operating employees and some 700,000 non-operating employees, more or less, in the States, with a lesser number in Canada, for the deterioration of the railroad industry. And yet the increasing productivity of the railroad workers is an indisputable fact economists recognize.

RAILROAD POVERTY MYTH

Though the railroads are weeping bitterly at the wailing wall of competition because of the alleged disappearance of profits, on account of the so-called union featherbedding evil and passenger deficit operations, objective analysis does not reveal that the great railway transportation systems are stricken by any paralysis of poverty.

While the government of the United States and Canada have made grants of the public's land that have been largely responsible for the development of giant railroad corporate complexes, railroads are turning their great fire power upon the rail unions' demand for decent wages, fringe benefits, reasonable hours of work, job protection and stabilization, and are seeking not only favorable legislation but also government subsidy.

Although railroads refuse to invest new capital in the industry without adequate interest returns and arbitrarily take off passenger trains, close down railroad shops and discontinue terminals on the grounds of their lack of profitability, they cry aloud when railroad employees withdraw their labor in a strike because the workers' labor investment in the industry does not receive fair compensation.

DEPRECIATION RULES FOR RAILROADS

But railroads do not only want to reduce passenger operations under the controversial formula of deficit passenger accounting and the wholesale displacement of firemen on yard and freight engines, but they have become the beneficiaries of new, more liberal depreciation guidelines recently promulgated by the U. S. Treasury Department for all industry which, according to Daniel Loomis, president of the American Association of Railroads, "are an essential step toward a modernization of our industrial facilities and toward a more vigorous economy."

Railway management admit these new depreciation rules provide a needed cash flow to replace old equipment and to rebuild and modernize obsolescent locomotives. But it is virtually impossible to liberalize railroad retirement laws for adequate pensions to compensate for the obsolescence of employees as a result of hard work.

AUTOMATION

Man has worked out the mechanics and dynamics of production through science, technology and automation. But man is distressingly unwitting of his way in developing the social instrumentation of the mechanics and dynamics of distribution. The fact is, modern science and technology can produce more goods and services than purchasing power, in the form of wages and salaries, can buy back for consumption, and since goods and services will not be produced if they cannot be sold at a profit the wheels of production periodically grind to a halt and a recession or depression ensues.

But what about the problem of the progressive displacement of physical man by mechanical man from railroad and other industrial jobs?

Automation has come to the railroads in the form of diesel engines, radar and electronic railway yards, central traffic control, and long freight trains of 150 to 200 cars without a comparable increase in crews above that when the average train consisted of 30 or 40 cars. Porters and attendants have been hard hit by the technology of coordination, integration and consolidation of railroads, as well as the elimination of passenger train operations.

Are railroads moving toward greater and greater automatic operation and the progressive elimination of manpower? An automatic shuttle train is now operating in New York's Grand Central Terminal. This shuttle was formerly operated by a conductor and motorman. The union demands the continuance of manpower on this shuttle but Management says no.

While labor could not if it would, and would not if it could, stop the march of science and industrialism manifested in the revolution of automation and radical technology, yet the question as to whether automation is an immediate promise or menace to the workers cannot and should not be evaded by trade unions, management or government.

The world's first crewless trains are shuttling between a loader and dumper on a six-mile railway line in Western Labrador. The single-track railway, located near Labrador City, is capable of handling 55,000 long tons (2,200 pounds per ton) of crude ore per day. Each of the four trains is powered by a conventional GP-9 diesel locomotive. The automation controls, built by General Railway Signal Company, provide for completely simultaneous operation of four trains.

TRANSFER OF CARS

In 1958 the New York Central Railroad took its sleeping cars from Pullman for operation, with the conwequent loss of two hundred jobs, more or less, and a reduction in pay, until restored by the Brotherhood to the tune of a $61 wage increase at one time - the highest wage boost yet recorded in railway labor history.

The Pennsylvania Railroad has recently announced its intention to take over from Pullman all of its sleeping cars that run over its tracks, involving the jobs of nearly three hundred men. Why? To reduce the cost of operation through the abolition of jobs and reduction in wages. The first wage offer by the Pennsylvania Railroad to porters to man their sleeping cars consisted in a cut in wages of $11 a month. This offer, of course, will be rejected by the Brotherhood and a fight will be made to restore the cut.

Following the example of the New York Central, Pennsylvania has already announced its intention to abolish the sleeping car conductors' jobs.

WHAT IS TO BE DONE?

The answer of the Brotherhood to job abolition is the shorter work-month and job protection. This is the reason for the initiation of the movement by the Brotherhood of the 40-hour week, or 173-hour workmonth, and job protection and stabilization for all porters and attendants in Pullman and railroad service represented by the Brotherhood.

Just as the Brotherhood reduced the workmonth from over 300 hours a month (under the 11,000 mileage formula) to 240 hours, and from 240 to 205 hours a month, so it now moves to catch up with the parade of rail workers fighting to make more jobs by reducing the work time.

It is interesting to note that 95 percent of all railway employees already have the 40-hour week. The remaining 5 percent of railroad workers without the 40-hour week are the porters, attendants, dining car employees, sleeping car conductors and dining car stewards. In brief, the Brotherhood is fighting for more jobs, with protection and stabilization.

BACKGROUND OF REDUCING THE WORK TIME

Organized labor's demand for shorter hours of work is by no means new. Less work time has been a recurrent bargaining and legislative issue since the Revolutionary War of the 1770's

At the turn of the century the most typical workweek of non-agricultural workers was 60 hours, made up of 6 days of 10 hours each. Some organized skilled groups had shorter hours; printers negotiated a 9-hour day in 1898; bituminous coal miners gained an 8-hour day in 1897 and a number of building trades workers had won a 9 or 8-hour day. Longer hours during this period were quite widespread; workweeks of 72 and 84 hours prevailed in much of the steel industry.

In 1910-19 the average workweek was cut notably as the 8-hour day began to spread, particularly during World War I when trade unions' bargaining strength increased and government attitudes were relatively favorable.

In the railroad industry the 10-hour day was reduced to 8 hours for the Big Four operating employees as a result of the enactment of the Adamson Act in 1916.

During the period of 1920-29 little headway was made by labor in cutting the work time on account of the antilabor policies of Big Business under the so-called American Plan, which amounted to the inauguration of the Company Union, the Yellow Dog Contract, Pinkerton goons, and the infamous injunction.

In 1933 the United States Senate adopted the Black-Connery Bill, establishing a 30-hour workweek, but comparable legislation did not come to a vote in the House because of the passage instead of the National Industrial Recovery Act during the Roosevelt New Deal Administration. The NRA provided for fixing new workweek standards on an industry-by-industry-wide basis.

Under the NRA program, most industries adopted the 40-hour week standard with some, including clothing and petroleum, going to standards of 36 or 35 hours. And it is important to note that the hourly pay was increased with a reduction in hours.

In the late 1930's the 40-hour standard workweek was made official national policy by new legislation. The Walsh-Healy Act, adopted in 1936, established the 40-hour standard for government contract work. The Fair Labor Standards Act of 1938, which covered roughly half the nation's private employment, required a 40-hour standard workweek in steps; 44 in 1938; 42 in 1939 and 40 in 1940.

The Bureau of Labor Statistics for the U. S. Department of Labor, in a comprehensive survey of both union and non-union situations in 82 metropolitan areas in 1960-61, involving nearly 14 million workers, found over 13 percent on schedules shorter than 40 hours. The survey findings show that (1) such shorter weeks are much more common for office workers than for production workers; (2) the most frequent shorter week schedules are 35 and 37½ hours, and (3) the shorter weeks are not peculiar to several areas of industries but show up to some extent in virtually all areas and in each broad industry sector.

Some examples of the findings in specific major cities show that in New York 19 percent of the production labor force and 87 percent of the office and clerical workers are on full-time schedules shorter than 40 hours. In Boston the percentages are 13 percent for production workers, 63 percent for office workers. For Chicago the figures are 9 and 41 percent. In Philadelphia they are 11 and 44 percent.

Among the varied industries in which shorter workweeks are now prevalent, or common, are ladies' garments, printing, brewing, rubber, construction and coal mining.

In the railroad industry the 40-hour week was brought about through collective bargaining by the nonoperating employees in the 1940's, except that its coverage did not extend to the porters, attendants, dining car employees, sleeping car conductors and dining car stewards. Hence, practically every segment of the workforce in the railroad industry, reaching 95 percent, work on a 40-hour week except the colored employees and their bosses, namely, sleeping car conductors and dining car stewards.

Therefore, if, as, and when an Emergency Board is established by President Kennedy, as a result of recommendations by the National Mediation Board on a basis of the showing of the strike vote and unity of the porters and attendants, it is difficult to see how the Brotherhood can fail to win the 40-hour week, or 173-hour workmonth, assuming, of course, that the case we present to the Commission is well developed and expresses sound economic principles.

In fact, the fight for the 40-hour week is twenty years late.

Well, the basic reason is that we had not built up a sound and high enough wage structure since at the beginning of the Brotherhood's collective bargaining for wages for the porters and attendants in 1937 the base wage level was indescribably low. This required concentration upon the building of the wage income to provide a standard of living commensurate with decency, comfort and health.

It must be remembered that when the Brotherhood was born in 1925 few, if any, colored workers in the railroad industry received one hundred dollars a month in wages. Colored workers, being unorganized, on the railroads in the United States and Canada, did the hardest work, worked the longest hours and received the lowest pay. This is why the Brotherhood pioneered in the fight to build sound and progressively high wage structures for porters and attendants. It is now embarked upon the first nationwide crusade of service workers, who are largely colored, to reduce the workmonth in the great railroad industry in the United States and Canada.

JOB PROTECTION

But jobs without protection and stabilization cannot provide the proper economic security. This fact is unusually highlighted by the threat of railroad mergers and technological changes to the jobs of the workers.

Thus, because of the increasing rate of job abolition the Brotherhood is not only committed to fight for the 173-hour workmonth, but also for job protection within the framework of the principles set forth in the Washington Job Protection Agreement which was negotiated by the major railway unions with the railway carriers in 1936.

While the Brotherhood does not advocate a moratorium on technological and organizational changes, we consider that the investment by the porter and attendant of his labor and life over decades in the jobs deserve and require some definitive stabilization provision in an agreement for his job security, upon which the security of his family depends.

Certainly in view of the rapidly changing complexion of the railroad industry, on account of coordination and consolidation and automation, the whole life and future of a worker and his family should not be at the mercy and arbitrary decision-making of management alone whose major interest is the cold business of reducing costs of operation in order to boost profits for an impersonal corporate entity. There should be some machinery for joint control of Labor and Management over the rate of job abolition which would help and not hurt the rate of efficiency of operation and improvement.

Even the rate of job abolition which is no higher than the attrition rate, namely, resignations, discharges, retirements and deaths, are likely, and it is too high without a cushion of job opportunities, for the lack of a cushion would tend to drive the attrition rate up.

Our Brotherhood holds that economic efficiency and employee security are not mutually exclusive choices. It is not necessary to sacrifice to attain the other. Ways and means must be found for accommodating both of these vitally important goals in the light of frightful job abolition in the service area of the railroads.

What hope is there for the porter and attendant as well as dining car employees and red caps if job protection and stabilization, the foundation of their economic security and educational and social progress, is not fought for and achieved?

Because of the ethnic blind-alley nature of the job classification of porters, attendants, dining car employees and red caps, under which there is little, if any, job mobility or flexibility in the assignment of the workforce, the problem of job inequities of this class of employees must be met and eliminated by the railroads and government. This is a condition to the very survival of black men on the rails.

And it is a matter of common knowledge that if the Brotherhood does not serve as the avant garde in the fight for the effectuation of the job salvation of Negro railway workers of all classes, nobody else will.

However, the skeptic, pessimist, and the weak-kneed, compromising, let-well-enough-alone porter advocate will cry out, "but if we should fail?" The reply of the militant and aggressive porters and attendants of Pullman, Canadian Pacific, and the many and varied railroad employees BSCP represents, is: "Screw your courage up to the sticking place and we shall not fail!"

Can we delegates in this Fourth Triennial Convention and Thirty-seventh Anniversary, under the fighting banner of this Brotherhood, permit these giant railway carriers not to understand and realize that the economic costs upon which they eternally harp are not limited to the financial and material resources committed to them. There are also human costs. Porters and attendants, dining car employees and red caps are displaced; occupational skills become obsolescent; families are uprotted from their accustomed homes and feelings of anxiety and insecurity are created. These, too, must be counted among the full costs of economic change. We take great pains to point out these facts to the railway carriers and the public and our membership, for it is important to recognize them so they may be faced explicitly and shared equitably among the workers, carriers and government.

It is important to note in this connection that the merits and urgency of job protection and stabilization to workers on railroads, and in industry in general, in the United States and Canada, are becoming increasingly recognized.

Thus, we have seen the development of unemployment compensation, supplemental benefits, advance notice of displacement, short workweek benefits, separation pay, retraining programs, moving allowances to seek new jobs and new adjustment mechanisms.

This question of job protection of railroad workers was first systematically approached in the Washington Job Protection Agreement.

It grew out of the Emergency Railroad Transportation Act of 1933 under which a comprehensive investigation was made of the coordination or mergers of railroads, in the interest of efficiency and better service to the public. When the Act expired in 1936 its principles providing for job protection were embodied in the Washington Job Protection Agreement.

The Agreement provides for comprehensive protection for employees affected by the merger and coordination of railroad systems. Specific provisions include advance notice to labor organizations and joint consultation between the parties; displacement allowances protecting rates of pay, for a maximum of five years, of employees transferred to less desirable jobs; maintenance of fringe benefits for affected employees; coordination allowances in the nature of unemployment compensation for periods up to sixty months; separation allowances, or termination pay, as an alternative to coordination allowances; reimbursement of moving expenses, and indemnity against real estate losses resulting from coordination.

The Interstate Commerce Commission has frequently required protective conditions, similar to those in the Washington Job Agrement, in cases of line abandonments and other changes subject to Commission approval. The best known of these variants are the New Orleans, the Burlington, and the Oklahoma Plan. Furthermore, certain individual carriers and railway labor organizations, contemplating the automation of facilities or similar changes, have negotiated special agreements for employee protection and stabilization such as the one negotiated by the Order of Railway Telegraphers with the Southern Pacific Railroad.

KEEP BUILDING THE WAGE STRUCTURE

Let us report to the delegates that the wage settlement of 10.28 cents between the non-operating railway employees and the railway carriers in the United States, June 6, 1962, has not been applied to the Brotherhood members in the employ of Pullman, New York Central, the Rock Island and the Soo Line railroads.

The reason is that the Organization turned down the agreements offered since they have a provision for a moratorium against a wage increase for a period of a year, which would bar the progressing of our Section 6 Notice involving a proposal for the reduction of the workmonth to 173 hours and job protection and stabilization.

This strategy was based upon the principle that it is sometimes a stroke of creative wisdom to forego an immediate advantage to fight for a greater future advantage. Thus, the Brotherhood has spread strike ballots for the shorter workmonth of 173 hours, or the 40-hour week, without a reduction in pay, and for the aforementioned wage increase of 10.28 cents.

This procedure is dictated by the Brotherhood position that it is entitled to the wage increase, as shown by the fact that it was offered by the carriers, Pullman, New York Central, and the Rock Island, with which our Brotherhood has disputes over the wage increase and shorter workmonth. To have accepted the wage increase with a moratorium would have weakened our fight for the shorter workmonth by delaying our fight to proceed with the movement for an entire year.

The Brotherhood is progressing these two movements at the same time because it is certainly not the intention of the Brotherhood to permit our members to fall behind in the business of building the wage structure of the non-operating railway employees.

Now the constant and excessive emphasis by business and government upon holding down and holding back wage increase demands by the workers, for the purpose of preventing so-called inflationary pressures and improving our international trade position by removing imbalances resulting from excess imports over exports, reflects a fundamental misconception of economic realities, both past and present.

The sharp shrinkage in the pace of wage rate increases in recent years is a warning danger signal rather than something to be applauded. There has been recently and still is a pronounced tendency for wage rate increases to lag far behind productivity gains in the railroad and general industry.

Current pressures from President Kennedy's administration and big business interests seem to be having the net effect of inducing large-scale industry to repeat rather than to reverse the unbalanced relationship between prices, profits and wages, and thus between investment and consumption, which have characterized the recent malperformance of our economies.

With the increasing trend of public opinion against wage increases, there is no danger, if indeed there ever was, from wage-induced inflation. On the contrary, our economies are in grave danger that wages, including wage rates, will not expand sufficiently to make their necessary contribution to the adequate expansion of consumption, for mass production is possible only through high mass purchasing power which rest upon rising rates of pay for the masses of the workers, a condition to mass consumption.

PROGRAM

Well, delegates and officers of this Convention, in the spirit of the great Martin Luther at the Diet of Worms - Here we take our stand!

If this is our stand then we must reaffirm it in this Convention and prepare to defend it. But we must do more than defend it. We must move to have it accepted by Pullman and the railway carriers. This requires the adoption and prosecution of a program.

What is that program? It includes the following steps:

1. Follow through with the presentation of the case of the Brotherhood, under the terms of the Railway Labor Act, as amended 1934, to the National Mediation Board and, also, to subsequent joint conferences with the railway carriers.

2. Failing to reach a solution of the disputes through the intervention of the National Mediation Board, the Organization shall urge upon the Board that it make recommendations to President Kennedy for the appointment of a National Emergency Board to investigate the disputes.

Meanwhile, preparations of comprehensive economic briefs upon which our case will stand or fall, backed by competent legal argument, are under way.

It is important to note that the reaction of the National Mediation Board will be largely influenced and determined by the extensiveness of the strike vote and, especially, the position which the delegates take in this Convention, which represents the highest and final authority and power of our great Brotherhood movement.

UNITY

Be it said to the eternal credit and glory of our membership, they have risen to the challenge by a magnificent manifestation of unity in a favorable strike vote and payment of the assessment of twenty-five dollars, not, of course, without some expressions of opposition and grumbling. But this was natural, on the part of some porters and attendants, despite the fact that the Brotherhood has transformed them from industrial slaves and beggars into free, independent trade union workers on Pullman, the Canadian Pacific, and the various railroads with which the Brotherhood holds contracts.

Verily, some of our brothers completely forgot about the long night of trial and torment of the soul through which porters suffered to build the Brotherhood. However, this was so with the children of Israel who, though delivered and led by Moses from the house of bondage in Egypt of the Pharaohs where they were forced to make brick without straw, grumbled in the wilderness not only against the great law-giver but even grumbled against God and worshiped a golden calf.

Obviously, when a program of action is formulated to advance the cause of the porters and attendants it must be implemented. But how? Certainly not with good wishes and promises, but with men, morality and money.

Thus, the implementation of the program for the economic salvation of the porter and attendant had to proceed on three simple courses: (1) the mobilization of Brotherhood manpower through the strike vote, (2) the mobilization of Brotherhood money power through the Special Emergency Assessment of twenty-five dollars and, finally, (3) the mobilization of Brotherhood morality.

AFL-CIO

Permit me also to report to the delegates of this Convention that the Executive Council of the AFL-CIO has gone on record in adopting a resolution supporting the Brotherhood movement to win a shorter workmonth and the wage increase.

May I say that we could have requested financial support from the Council and undoubtedly it would have been gladly given, but we have too much respect for you delegates and our membership, and too much respect for ourselves, to start begging for help to win our fight before we have exhausted our own resources to help ourselves.

WE WILL WIN

Finally, let me assure you that if we close ranks and achieve the total mobilization of the Brotherhood, including the porters' and attendants' families,in this massive and monumental struggle for job and economic security, we will not fail.

Remember that 95 percent of all of the railway employees already possess the 40-hour week, or 173-hour workmonth.

How can any government commission appointed by the President to investigate this dispute hand down a decision granting the porters and attendants, who happen to be workers of color, a less favorable award than previous emergency commissions have granted to railroad workers who happen to be white?

Thus, our main problem is ourselves. We must organize ourselves, members and officials, and the Negro community, as well as the labor movement in the United States and Canada, and the public, behind this fight for jobs and justice. When we win, it will represent a thousand more jobs, more or less. It will represent job protection. Is this objective worth fighting for? Is it worth sacrificing for? Certainly what white workers have fought for and won, black workers can fight for and win.

THE DINING CAR EMPLOYEES

In addition to opposition from railway carriers the Brotherhood also faces opposition from some railroad unions, two of which are the Brotherhood of Railroad Trainmen and the Hotel and Restaurant Employees and Bartenders International Union. Of the latter, the Joint Council of Dining Car Employees is a part.

The Trainmen's union which ws only forced in the 1959 San Francisco AFL-CIO Convention to promise to eliminate the color bar from its constitution by the threat of expulsion from the AFL-CIO, by a resolution sponsored by the delegates of the Brotherhood of Sleeping Car Porters, is a white supremacist outfit. It is largely responsible for the displacement of Negro brakemen and switchmen on parctically all railroads in the South.

One of its representatives on the Long Island Railroad slandered Negro leaders of labor by boastfully bragging about how much more he, a white man, could do for porters and attendants since Negro labor leaders must go with hat in hand to white railway management when seeking to participate in conferences. This, of course, is the "Big Lie" technique, employed to impose upon the credulity of some well-meaning but ill-informed and weak-kneed colored railway employees, for no sane person would even intimate that Brotherhood officials would kowtow to any railway management for anything, anywhere, at any time.

This same Trainmen's union has, for years, been going from state to state seeking the enactment of legislation for Full Crew laws or, rather, Full White Crew laws, that would displace Negro train porters on the head end of trains, as well as attendants on the cars.

What about the Joint Council of Dining Car Employees?

This movement was organized and set up in Omaha, Nebraska by the speaker. It is the stepchild of its International, the Hotel Workers' Union.

As a shocking exhibition of labor union parasitism, the president of this Hotel Workers' union sought the endorsement and sponsorship of the Executive Council of the AFL-CIO of a bill to be enacted into Federal legislation to have tips considered as wages, to increase pensions of thousands of sub-standard-wage hotel workers. In other words, the Hotel Workers' union wants to have tips considered as wages, which would give railway carriers a big advantage in negotiating low wages for all service employees that receive tips, disregarding the fact that tips are capricious and unpredictable and do not and can not be considered as a systematic reward for service.

Where would the wage structure of the porters and attendants represented by the Brotherhood be today if railroads had the legal right to have tips considered as wages?

If the Hotel Workers' union wants decent pensions, that depend upon wages, let it fight for decent wages which will insure decent pensions. What would happen to the pensions of porters, attendants and dining car employees if tips disappeared?

Had it not been for the fact that the International President of the Brotherhood sits on the Executive Council of the AFL-CIO, when this tip-wages humbug was first presented, thus enabling him to blast it into oblivion, it is quite possible the fight to build up the wage structure of service railway workers, including dining car employees that are members of the Hotel Workers' union, would have been stopped cold in its tracks.

Now, pray tell us, why did the leaders of the Dining Car Employees fail to stop this proposed vicious bill to consider tips as wages from even being presented to the AFL-CIO for support? The only conclusion is that either the leaders of the Joint Council of Dining Car Employees and the various locals are weak, and ignored by the president of the Hotel Workers' union, or they are afraid and discounted.

It is also important to note in this connection that Brotherhood leaders are responsible for having the name "Dining Car Employees" written into the Railway Labor Act along with Sleeping Car Employees. But for this fact, the Dining Car Employees would not have any independent class status under the Railway Labor Act. Instead of the leaders of the Dining Car Employees giving the Brotherhood credit for this good and vital service they are busy distorting and misrepresenting our movement.

Nevertheless, realizing that railroads are steadily building bigger and bigger mergers to achieve more and more power, the Brotherhood, in the interest of building bigger and bigger organization and power with which to fight for bigger benefits in wages, working conditions, shorter hours of work and fringe benefits for porters and attendants, as well as dining car employees and red caps, invite these railway employees into a merger with the Brotherhood of Sleeping Car Porters.

The consolidation of the organizations of the railway service employees is a condition to the survival and economic security of porters, attendants, dining car employees and red caps. It will be a calamity to these railway employees if their leadership fail to recognize this simple economic fact.

Let us not forget that a race which expects to be weak, ignorant and free expects that which has never existed and never will exist.

Now, my dear delegates and officers of the Brotherhood, our movement stands at the crossroads.

Our membership and leadership in this hour of crisis, faced with a new dimension of job abolition, must not retreat in disarray with a sense of fear and frustration, but stand our ground and view the complexity of the problem as an opportunity for boldness, initiative, imagination and adventure.

There is no room for progress in a psychological climate of complacency and adherence to rigid and inflexible assumptions about the limitation of the Union to move ahead in a crisis.

Let us not become prisoners of our own stereotypes and myths and habit systems of success through supercaution, indecision and a picayune method of action. We must realize that while it was an herculean task to build the Brotherhood it is going to be a bigger task to maintain it. It will tax our utmost strength and faith.

Intrusted with the fate and failure of our Union, we must possess the vision and will to rise to the challenge of this hour of trial. A dynamic approach of our members and leaders is necessary to build a stable and loyal and militant membership.

May this Convention be an unforgettable experience to delegate and leader. May it fire our hearts with a deathless conviction never to say die however difficult the ordeal we face.

Our Union has lost ground in membership. Why? The answer is the discontinuance of passenger operations. As trains are taken off, jobs are abolished. As jobs are abolished, union members decrease.

We have also lost ground in financial resources as the International Secretary-Treasurer's report will show.

But while a movement in order successfully to move ahead must have a sound material foundation, contraction of material resources is less fatal than erosion of our moral and spiritual resources.

Albeit, the Brotherhood has built a sound material foundation for the porter and attendant, as shown by the wage structure and fringe benefits. It stands now in the forefront of an historic struggle of trade union labor in the Western world to meet the challenge of the revolution of automation by reducing the work time of the worker, black and white, on the Iron Horse.

But has the Brotherhood failed to build Brotherhood men with the fighting faith, commitment to courageous convictions for the organization and liberation of the working class in general, and the black working class in particular, with everlasting devotion to the priceless weapon of defense and offense - the trade union, whose path has been marked by rivers of blood and tears, oppression and persecution, hardship and trail, disappointment but not despair?

Strangely enough, instead of being hailed into court by our natural opponent, the railway carrier, the Brotherhood has had to spend some of its resources and use its time to meet and defend its policies and program against some of its own members in the courts. Legal attacks upon the Brotherhood have involved such incredible cases as defiance of the Union Shop under which dues and taxes are required to be paid, with respect to time, and yet the Union Shop is universal on the railroad. One case by a group of porters sought to establish its unconstitutionality. Needless to say, the Brotherhood's position was maintained, except when faced by a prejudiced jury.

Another case has been presented to court by a group of former Pullman porters, who went to work for the New York Central when it took over its sleeping cars from Pullman, because they did not have seniority age to hold the jobs they held prior to the negotiating of the agreement which set up a seniority roster. But bear in mind that the Brotherhood restored sixty-one dollars in wages and fringe benefits which the New York Central had taken from the porters it hired. The charge is that the International President discriminated against the young men. in favor of the older men. While this is not true, these porters are making the Brotherhood spend money to prove it is not true.

Another porter brought suit against the Brotherhood because it didn't employ a lawyer to take his case involving dismissal to the National Railroad Adjustment Board.

Although some of the old pioneer Brotherhood members put hundreds of dollars in the Union, long years before it was even recognized by a railway carrier, and who never enjoyed one cent increase in wages won by the Brotherhood, some of our brothers today who are the beneficiaries of decent wages and working conditions become hysterical and berate, deride and denounce the leadership of the Brotherhood merely because of a twenty-five dollar assessment which is designed to win more money and better benefits for them.

Thus, I am deeply troubled lest some of our brothers would rather barter their souls for the things of this world over the things of the spirit.

But in our distress, but not despair, in the spirit of David, "I will lift up mine eyes unto the hills from whence cometh my strength."

Let us not, like the ostrich, bury our heads in the sands of complacency and assume there is no economic storm.

Let us not ignore the fact that down one road there are jobs and job protection, but it is the road of struggle, sacrifice and suffering. Down the other road there is the graveyard of all our hopes and dreams, defeat and joblessness.

Remember that the present crisis is not one of these maladies that can hang around indefinitely without fatalities. The Negro railroad workers stand either to get well fast or to die fast. Thus, brothers, it is time that our Paul Reveres get to their horses and wake up our fellow porters and attendants in particular, and Negro workers in general, to the crisis which has come upon us.

While the Negro railroad porters and attendants are actually poor in jobs, we are potentially rich if we don't crack up in spirit and run away from the fight when the chips are down and the die is cast, but rally to the call to struggle to win the shorter workmonth and the respect of our white fellow workers.

Verily, nothing stands in the way of the porters and attendants moving ahead but the porters and attendants themselves, at least those who stand helpless as victims of their sense of defeatism, pessimism and hopelessness. May we never become a union of frightened workers afraid of risks and adventure and ready to blame everybody under the sun, including the stars, for our ills.

The irony of the crisis confronting the porters and attendants is that right on the other side of the barbed wire fence which confines them in the concentration camp of job abolition there are jobs and protection and economic security.

Now, the highest purpose of man is to serve his fellow man. It is the function of the Union to serve the workingman who has nothing to sell but his labor power for which he receives wages. The Union is the most effective instrumentality yet devised by the workers to fulfill their natural needs and inner longings and dreams for a happier tomorrow.

An individual worker is utterly helpless in the enterprise of protecting and advancing his own interests in our "dog-eat-dog" free enterprise private economy. His only hope lies in unity in a trade union with his fellow workers to bargain collectively from a position of strength in the struggle for bread, freedom and dignity against great corporate power and the march of science, industrialism and technology.

To win this tremendous and difficult battle for economic security black workers cannot afford to fold their arms and permit an heartless railroad system to cast them into the streams of social misery and wretchedness, economic exploitation and impoverishment. They have no alternative but to stand upon their feet and fight for their rights, exhibiting the will to storm the heavens with the mighty thunder of truth and revolt for the cause of the black workers on the railroads, and industry in general.

Yes, the Brotherhood of Sleeping Car Porters cannot and will not stand idly by and permit a crown of thorns of second-class industrial citizenship to be pressed down upon the brow of black labor on railroads or any other industry.

Indeed, it is more glorious to die standing upon our feet fighting for our rights than to exist upon our knees begging for life.

(Standing ovation at close of address)

PRESIDENT RANDOLPH: Thank you. Fellow delegates, we will now proceed with the organization of the Convention and would like to appoint some of the committees at this time.

The first committee will be the Rules Committee, under the chairmanship of Brother Bennie Smith, the Second International Vice President. On that committee will be:

L. J. Shackelford, Jr., Chicago, Ill.
Homer L. Alexander, Chicago, Ill.
George A. Slade, Washington, D. C.
Bailey Morris, St. Paul, Minn.
L. H. Greene, Jr., New York, N. Y.

This committee will make its report, the first report to the Convention. Inasmuch as this committee always acts immediately, we proceed to set up this committee forthwith.

The second committee that will be required to report upon resumption of our sessions, following adjournment, will be the Credentials Committee:

James A. Martin, Chicago, Ill., Chairman
E. S. Wise, New York, N. Y.
G. R. Tillman, Chicago, Ill.
R. W. Willis, Kansas City, Mo.
L. J. Shackelford, Jr., Chicago, Ill., Secretary

We will not appoint any further committees until we resume our sessions this afternoon.

Are there any further reports now by Brother Blanchette, our International Field Representative, who is responsible for the management of our Convention, under the chairmanship of Brother Bennie Smith? Let me say he is doing a mighty fine job. (Applause)

BROTHER BLANCHETTE: Thank you, Mr. Chairman. Fellow delegates, International officials: We have arranged for the photograph of the Convention to be taken forthwith, but before that we would like to remind the ladies to be ready at one forty-five. Let there be no one absent, please! We want all the ladies to see our beautiful city, and only the ladies, this afternoon at one forty-five. The buses will leave the hotel at two o'clock. Please be present and be prompt....one forty-five for this tour this afternoon.

The Soiree, as you have read in the program, is tomorrow night. Everything is free - everything, everything!

The chairman of the Montreal Canadian Pacific Railway Division Committee on the Ball has requested me to announce that if you buy your tickets for the Ball before going to the Hall it will cost you only $1.50, but if you wait until you get to the Hall where the Ball will be held it will cost you two dollars . . . a word to the wise is sufficient! Now, anyone wearing this badge, any member of the Convention Committee, he or she will be in a position to cooperate with you in your purchase of tickets. Of course, the International Executive Board and the International officials on the platform are naturally exempt.

To facilitate the work of the committees, we want to announce to the various committees (as the Chairman appoints them) that Salon "A" is available only this afternoon, because on Tuesday and Wednesday Salon "A" on the second floor is reserved for the convention of the Ladies Auxiliary. So, Salons "B" and "C" are available for the committees to work in forthwith, after adjournment. I think, Mr. Chairman, that is all the announcements for the nonce.

PRESIDENT RANDOLPH: I learn from the Chairman of the Credentials Committee that he is able to make a partial report. Brother Jimmie Martin.

BROTHER JAMES A. MARTIN: Mr. Chairman, Brother Shackelford will read the report.

BROTHER L. J. SHACKELFORD: Mr. President, Delegates: This is a partial report of the Credentials Committee.

EASTERN ZONE, PULLMAN:

Thomas W. Culpepper, Atlanta, Ga., 1 delegate
L. S. Thomas, Asheville, N. C., 1 delegate
Theartis Mitchell, Baltimore, Md., 1 delegate
W. G. Bailey, Boston, Mass., 1 delegate
F. J. Powell, Alternate
John H. Coston, Buffalo, N. Y., 1 delegate
Robert Vaughn, Alternate
Samuel Harper, Jacksonville, Fla., 1 delegate
W. S. Fant, Jersey City, N. J., 1 delegate
C. A. Johnson, Alternate

NEW YORK CITY -

W. L. Anderson
J. W. Bedingfield
W. H. Bowe
H. Glenn
J. McCants
B. F. McLaurin
S. H. Moseley
H. A. Rock
E. S. Wise - 9 delegates

L. D. Robinson, Philadelphia, Pa., 1 delegate
R. Simpson, Alternate

George A. Slade, Washington, D. C., 1 delegate
Matthew Gregory, Tampa, Fla., 1 delegate
H. N. Reddick, Alternate
M. D. Stone, Richmond, Va., 1 delegate

EASTERN ZONE, TRAIN PORTERS:

Theartis Mitchell, Baltimore & Ohio, 1 delegate
James Lewis, Atlantic Coast Line, 1 delegate
A. L. Payne, Chesapeake & Ohio, 1 delegate
L. H. Greene, Jr., Pennsylvania, 1 delegate

MIDWEST ZONE, PULLMAN:

CHICAGO -

Homer Alexander
L. R. Baptiste
H. H. Bluff
U. C. Crowder
W. L. Hickey
O. W. Jackson
Samuel Jefferson
L. L. MacDonald
C. H. Scott
L. J. Shackelford, Jr.
F. W. Smith
Rex Stewart
G. R. Tillman - 13 delegates

H. Doyle, Denver, Colo., 1 delegate
Rufus Norman, R. W. Willis, Kansas City, Mo., 2 delegates
B. F. Morris, Twin Cities, 1 delegate
Taylor Murell, Omaha, Neb., 1 delegate

MIDWEST ZONE, TRAIN PORTERS:

James Wood, Union Pacific, 1 delegate
C. L. Brown and J. D. Taylor, Santa Fe System, 2 delegates

MIDWEST ZONE, DINING CAR EMPLOYES

C. M Beatie, Chicago, Burlington & Quincy, 1 delegate

DETROIT ZONE:

H. D. Hopkins, Cleveland, Ohio, 1 delegate
Bennie Smith, Detroit, Mich., 1 delegate
C. H. Hendricks, Louisville, Ky., 1 delegate
William Alexander, Indianapolis, Ind., 1 delegate
Frank Pogue, Pittsburgh, Pa., 1 delegate
J. M. Sealy, Montreal, Que. (CPR), 1 delegate
A. Wade, Alternate
Robert Willis and J. W. Jackson, Toronto, Que.(CPR), 2 delegates
J. W. Simmons, Winnipeg, Man., 1 delegate

SOUTHWEST ZONE, PULLMAN:

D. Turner, Dallas, Tex., 1 delegate
J. Taylor, Alternate
W. L. Thomas, Fort Worth, Tex., 1 delegate
B. Jones, Alternate
C. A. Robinson, Houston, Tex., 1 delegate
C. M. Lester and J. P. Davis, New Orleans, La., 2 delegates
Frank J. Hurt and J. A. Means, St. Louis, Mo., 2 delegates
Fred Rowell, Alternate
O. W. Page, Alternate

SOUTHWEST ZONE, TRAIN PORTERS:

I. McLaurin, Illinois Central, 1 delegate
Tony Rogers, Intl. Great Northern, 1 delegate
V. L. Johnson, Missouri Pacific, 1 delegate
Clyde Lewis, Texas and New Orleans, 1 delegate
Frank Tilley, Kansas City Southern, 1 delegate

SOUTHWEST ZONE, DINING CAR EMPLOYES:

James A. King, Fort Worth & Denver, 1 delegate

PACIFIC COAST ZONE:

L. B. Thompson and W. T. Nickelberry, Los Angeles, Cal., 2 delegates
Claude Crenshaw, Oakland, Cal., 1 delegate
J. D. Leftridge, Portland, Ore., 1 delegate

PACIFIC COAST ZONE, TRAIN PORTERS:

Smith E. Walton, Southern Pacific, (Los Angeles) 1 delegate
O. B. West, Southern Pacific (Oakland) 1 delegate

PARLOR CAR AND PARLOR LOUNGE ATTENDANTS:

L. H. Greene, Jr., Pennsylvania, 1 delegate
Walter Richburg, Alternate

Mr. Chairman, I move that the partial report of the Committee be adopted.

PRESIDENT RANDOLPH: You have heard the report of the Credential Committee's partial report. It has been moved for adoption. Is it seconded?

BROTHER C. L. DELLUMS: I second the motion.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the partial report of the Credentials Committee be adopted. Are there any remarks? Hearing none, all in favor make it known by saying "Aye." All against say "No." The Ayes have it and so it is ordered.

Now, I want to assign some more committees, in view of the fact that we have this report. The Resolutions Committee, which is composed of the International Officers, along with other delegates to the Convention:

M. P. Webster, Chairman
T. D. McNeal, Secretary
Ashley L. Totten
Bennie Smith
A. R. Blanchette
C. L. Dellums
B. F. McLaurin
Thomas W. Culpepper
J. P. Davis
L. G. Leverette
Samuel Harper

I will assign some additional delegates when the committee meets this afternoon.

Now, the Organization and Education Committee:

B. F. McLaurin, Chairman
W. L. Thomas, Fort Worth
W. L. Anderson, New York
G. R. Tillman, Chicago

and we will assign additional members to that committee later on.

The Auditing Committee:

W. H. Bowe, Chairman
C. M. Lester, New Orleans
W. L. Hickey, Chicago
J. A. Martin, Chicago

Now, the Committee on Train and Chair Car Porters:

T. D. McNeal, Chairman
A. L. Payne, Chesapeake & Ohio
George McNair, Atlantic Coast Line
Theartis Mitchell, Baltimore & Ohio

For the time being we will not appoint any more delegates to the committees until the resumption of the afternoon session. We will resume our afternoon session at two o'clock. We are now adjourned.

MONDAY AFTERNOON SESSION

September 10, 1962

The Monday afternoon session was convened at 2:00 p.m. with President Randolph presiding.

PRESIDENT RANDOLPH: Will the convention please be in order. The first order of business will be the report of the Rules Committee, International Vice-President Bennie Smith, Chairman.

BROTHER BENNIE SMITH: Mr. Chairman, the Rules Committee has prepared a report and it will be read by Brother Shackelford, the Secretary of the Rules Committee.

BROTHER L. J. SHACKELFORD: President Randolph, International Officers, Brother Delegates: The report of the Rules Committee is as follows:

To the officers and delegates of the Fourth Triennial Convention and Thirty-seventh Anniversary Celebration of the Brotherhood of Sleeping Car Porters:

In conformity with the instructions of the International President and this convention we, your committee, submit the following rules:

RULE 1 - This Triennial Convention of the Brotherhood of Sleeping Car Porters shall be governed in parliamentary procedures by Roberts Rules of Order, except as provided in the following rules:

RULE 2 - Suspension. Any Rule of Order, specific or general, may be suspended at any time, provided that two-thirds of the delegates present vote in favor thereof.

RULE 3 - Daily Sessions. Daily sessions of the convention shall conform, as nearly as practicable, to the following hours: 9:30 AM to 12:30 PM, and 1:30 PM to 4:30 PM, providing that this rule may be suspended by majority vote at any time.

RULE 4 - Roll Call. The roll call shall be called at the opening of every session, unless omitted by general consent.

RULE 5 - Previous Questions. No member shall speak on any question and then move the previous question before surrendering the floor.

RULE 6 - Resumption of Questions. At the close of any session, the question on the floor shall be resumed at the beginning of the next session.

RULE 7 - Debates. No member shall speak more than five minutes at any time, except by general consent.

Respectfully submitted, Rules Committee: Bennie Smith, Chairman, Detroit, Mich.; L. J. Shackelford, Jr., Secretary, Chicago, Ill; Homer Alexander, Chicago, Ill.; G. A. Slade, Washington, D. C.; L. G. Leverette, Minneapolis, Minn.; L. H. Greene, Jr., New York, N. Y.

Mr. Chairman, I move adoption of the Rules Committee Report.

BROTHER M. P. WEBSTER: I second the motion.

PRESIDENT RANDOLPH: You have heard the report of the Rules Committee. What is the pleasure of the Convention? It has been moved and seconded that the Rules Committee report be adopted. Are there any remarks? Hearing none, all in favor make it known by saying Aye. Contrary say No. The Ayes have it and so it is ordered.

Now, the next committee, the Resolutions Committee:

M. P. Webster, Chairman, Chicago, Ill.
T. D. McNeal, Secretary, St. Louis, Mo.
Ashley L. Totten, New York, N. Y.
Bennie Smith, Detroit, Mich.
A. R. Blanchette, Montreal, Que.
L. J. Shackelford, Chicago, Ill.
L. B. Thompson, Los Angeles, Cal.
William H. Bowe, New York, N. Y.
C. J. Smith, Richmond, Va.
A. L. Payne, Washington, D. C.
B. F. McLaurin, New York, N. Y.
Thomas W. Culpepper, Atlanta, Ga.
Samuel Harper, Jacksonville, Fla.
J. P. Davis, New Orleans, La.
L. G. Leverette, Twin Cities, Minn.
M. Gregory, Tampa, Fla.
George Slade, Washington, D. C.
A. R. Dailey, St. Louis, Mo.
W. S. Fant, Jersey City, N. J.
C. H. Scott, Chicago, Ill.
H. Doyle, Denver, Colo.
C. L. Dellums, Oakland, Cal.
G. C. Garran, New Orleans, La.
J. A. Martin, Chicago, Ill.
W. C. Isaacs, Los Angeles

The Committee on Train and Chair Car Porters:

T. D. McNeal, Chairman, St. Louis, Mo.
H. D. Williams, Secretary, St. Louis, Mo.
V. L. Johnson, Little Rock, Ark.
F. D. Tilley, Kansas City, Mo.
C. L. Brown, Kansas City, Mo.
C. Lewis, San Antonio, Tex.
R. F. Fields, San Antonio, Tex
James Lewis, Jacksonville, Fla.
T. Mitchell, Baltimore, Md.
A. L. Payne, Washington, D. C.
A. J. Pringle, Florence, Ala.
George McNair, Richmond, Va.

Now, the Committee on Grievances and Claims. The purpose of the Chairman's setup of this committee is to have everybody who handles grievances and claims put on this committee. As a rule, this is a job of the chairman of the local division, but if there are any delegates who want to be on the Committee on Grievances and Claims you may make it known and I will be glad to put you on.

C. L. Dellums, Chairman, Oakland
L. B. Thompson, Secy., Los Angeles
T. W. Culpepper, Atlanta
W. L. Thomas, Fort Worth
R. M. Willis, Kansas City
Samuel Harper, Jacksonville
M. Gregory, Tampa
L. D. Robinson, Philadelphia
George Slade, Washington, D.C.
M. D. Stone, Richmond
A. L. Payne, Washington, D.C.
L. H. Greene, Jr., New York
Theartis Mitchell, Baltimore
J. McCants, New York
G. R. Tillman, Chicago
James Woods, Omaha
C. L. Brown, Kansas City
C. Crenshaw, Oakland
William Bowe, New York
A. R. Dailey, St. Louis
B. F. McLaurin, New York
W. C. Isaacs, Jr., Los Angeles
L. J. Shackelford, Jr., Chicago
H. N. Reddick, Jacksonville
G. C. McNair, Richmond
J. Taylor, Dallas
James Lewis, Jacksonville
C. N. Beatie, Chicago
J. W. Jackson, Toronto
H. D. Hopkins, Cleveland
C. H. Hendricks, Louisville
Frank Pogue, Pittsburgh
J. M. Sealy, Montreal
A. Wade, Montreal
Robert Willis, Toronto
J. W. Simmons, Winnipeg
D. Turner, Dallas
C. A. Robinson, Houston
C. M. Lester, New Orleans
J. P. Davis, New Orleans
Frank J. Hurt, St. Louis
James A. King, Dallas
J. A. Means, Dallas
E. Lawrence, Vancouver
E. W. Lawrence, Montreal
S. J. Whitaker, Detroit
H. Doyle, Denver
E. Ford, Jr., Washington, D. C.
Robert Vaughn, Buffalo
F. W. Smith, Chicago
W. S. Fant, Jersey City

The Committee on Organization and Education:

B. F. McLaurin, Chairman, New York
W L. Thomas, Fort Worth
W. L. Anderson, New York
G. R. Tillman, Chicago
S. H. Moseley, New York
L. D. Robinson, Philadelphia
A. L. Payne, Washington
L. H. Greene, New York
Samuel Jefferson, Chicago
H. N. Reddick, Tampa
Robert Willis, Toronto
J. W. Simmons, Winnipeg
I. McLaurin, Memphis
E. Ford, Jr., Washington, D.C.
James Lewis, Jacksonville
W. S. Fant, Jersey City
M. Gregory, Tampa
O. W. Jackson, Chicago
H. L. Alexander, Chicago
T. Mitchell, Baltimore

We have a Committee on Scientific Service, Safety and Efficiency which was formerly headed by Brother T. T. Patterson. It is now being chaired by Brother A. R. Blanchette.

A. R. Blanchette, Chairman
M. D. Stone, Richmond
James Woods, Omaha
Bailey Morris, Twin Cities
Frank Pogue, Pittsburgh
H. H. Bluff, Chicago
H. Rock, New York
W. L. Thomas, Fort Worth
D. Turner, Dallas

This is a very important committee, in view of the changes taking place in the railroad industry, and the name might sound formidable but it is a committee that has got to play an increasingly important role in the life of the workers of color on railroads.

I think this completes the roster of the committees.

BROTHER M. P. WEBSTER: Mr. Chairman, I'd like to suggest that a very special and small committee be appointed, composed of C. N. Beatie and James King who are dining car representatives. Brother King is a Chef-Cook, Brother Beatie is a Waiter-in-Charge. I suggest that you appoint them a special committee to confer with either you or I on what ought to be done in connection with the dining car men that are already in the Organization and those who expect to get in in the future.

PRESIDENT RANDOLPH: Where is your home, Brother Beatie?

BROTHER C. N. BEATIE: Chicago.

PRESIDENT RANDOLPH: And the other name was . . .

BROTHER JAMES KING: James King, Dallas, Texas

PRESIDENT RANDOLPH: A special committee this is - Dining Car Employes. I suggest that you, Brother Webster, and Brother T. D. McNeal will serve as co-chairmen of this committee.

This completes the roster of the committees. We have not received the complete Credential Committee's report as yet, but we will have it later.

BROTHER M. P. WEBSTER: The Resolutions Committee will meet forthwith, that means right away, in the Green Room at the conclusion of this session, and all of you who wish to have resolutions brought before the committee will appear this afternoon. (Brother Webster names the members of the Resolutions Committee.) Now, that is the committee who will meet at the conclusion of this meeting, and those of you who have resolutions and want to appear before the committee can do so in the Green Room across the hall. We have a resolution here from a brother by the name of P. Jennings, submitted by P. Jennings, Secretary-Treasurer, CPR Montreal Division. We would like to extend a special invitation to him to come before the committee this afternoon.

PRESIDENT RANDOLPH: Now, Brother Dellums did you wish to make an announcement at this time? Brother McNeal? Brother McLaurin? Is Brother Blanchette in the hall? No announcements? There being no further business, is there anything anyone wants to raise here at this time?

BROTHER L. D. ROBINSON: I want to move that we recognize that wonderful report you gave the convention this morning that it may be entered into the records for all to see and read. There was no motion made in reference to your address this morning, and I thing it should be on the records of the convention that the address of the

International President be made a part of the Proceedings of the Convention.

PRESIDENT RANDOLPH: Brother Robinson makes the motion. It has been regularly moved by Brother Robinson of Pennsylvania and seconded by Brother T. Mitchell, that the address of the International President be made a part of the Proceedings and of the convention. Are there any remarks? Hearing none, all in favor make it known by saying Aye. Contrary, say No. The Ayes have it, and so it is ordered.

BROTHER S. H. MOSELEY: I think this motion should be mimeographed so that all of us could have a copy.

PRESIDENT RANDOLPH: Well, that could be done. Thank you.

BROTHER J. M. SEALY: I would like to make a correction. A special invitation was given to Brother P. Jennings from the Resolutions Committee. Brother Jennings is Secretary of the Local but he is not a delegate.

PRESIDENT RANDOLPH: Brother Sealy suggested that the signer of a resolution, P. Jennings, is not a delegate to the convention. May I ask this question? Is this a resolution coming from the Montreal Division.

BROTHER SEALY: That's right.

PRESIDENT RANDOLPH: Well, of course, his name is signed to it, but the invitation has been extended to anyone who wants to come before the committee.

BROTHER SEALY: I want to come.

PRESIDENT RANDOLPH: All right. Now, I want to appoint Brother Pogue as the Sergeant-at-Arms. He isn't here just now but he served this morning. He had to go out tonight? Well, we'll have to appoint someone else. Brother Rock, of New York City, will you serve as the Sergeant-at-Arms?

BROTHER H. ROCK: Yes.

PRESIDENT RANDOLPH: Now, I want to appoint Brother L. D. Robinson, of Philadelphia, as Parliamentarian.

There being no further business before the convention, we are now adjourned until nine-thirty tomorrow morning.

TUESDAY MORNING SESSION

September 11, 1962

The Tuesday morning session of the Convention was convened at 9:55 a.m. with President Randolph presiding as Chairman.

PRESIDENT RANDOLPH: Will the convention please be in order. We will open the convention session with an invocation by Brother Garran, member of the International Executive Board.

BROTHER GARRAN: Heavenly Father, we bow our heads in humbleness and beseech Thee to look down from thy Holy Temple into the deep secrets of our hearts. May we, in our deliberations here today, redound to thy honor and glory. Give us, O Lord, faith and courage to bear this day, and the days to come. We ask this in the name of the Father, Son and Holy Ghost. Amen.

PRESIDENT RANDOLPH: I am going to appoint a delegation to go out into the hall and bring in Brother Art Lyon, who is a member of the Railroad Retirement Board, and who will address this convention this morning . . . Brother C. J. Smith of Richmond and Brother Beatie of Chicago.

Brother Delegates, we will have as the first order of business the report of International Secretary-Treasurer Ashley L. Totten.

Let me say, in reference to Brother Totten, that he is one of the veterans in our movement. He is the founder of our movement. He was the first man that ever spoke to me about the problems of the sleeping car porters - what they were and what was necessary to be done in order to develop some solution of the problems. Brother Totten is one of the men who has paid the price that was characteristic of the struggle of men of labor in the struggles of the working people.

I recall having sent Brother Totten to Kansas City to carry on organization work in the early days. Brother Totten was hardly able to stay there, because men were afraid to pay dues. They were firing men right and left, and whenever Pullman stool pigeons saw any porters talking to a representative of the Brotherhood . . . why, that porter was in jeopardy.

I recall Brother Totten having been beaten into insensibility and left to die on the streets of Kansas City by goons, because of his organization work, and he was bleeding on the streets, having been attacked, and he was what you call one of those militant, aggressive, indomitable fighters.

The first trip we made across the country, after the Brotherhood was born in 1925, I took Brother Totten along with me, and Brother Totten was known as a terror to the stool pigeons of the Pullman System, and he was uncompromising in his attacks on the Pullman Porters' Benefit Association which, of course, was the haven of the stool pigeons. I say this because, perhaps, we do not have any men of color in the labor movement who have gone through the fires any more than this man who is our Secretary-Treasurer.

I recall when we started our strike movement in 1928 we didn't have a quarter, and Brother Webster and myself went down to Washington to talk to Bill Green of the A. F. of L. about the proposed strike movement. Bill Green said, "I don't know very many unions that will begin to initiate a strike when the treasury is empty." "Of course, that has been done in the past, and the labor movement has been built in that way, as a matter of fact, because of the early struggles of the workers." "They set up their organizations and they had no money, but they had spirit and will, but in this day and time when these brothers have got to leave their families, and all the other difficulties involved, I would advise against a strike at this time."

And we took Brother Green's word and he said that the A. F. of L. would cooperate with our organization in getting in shape to stage a strike at the proper time, when we felt it was absolutely necessary.

During that period, I recall Brother Totten was in Kansas City and, as a matter of fact, it took everything I could muster to keep Brother Totten from carrying on a strike by himself! There he was, just determined to strike, and Brother Totten has an arsenal down there that would have blown up the whole of Missouri! And, he fought a strike in the manner of the old days, where it was a "knock-down-drag-out" fight. And, of course, that was the kind of an outfit we were dealing with, because the Pullman Company was ruthless; they fired men for coming up to Brother Totten's office in Kansas City.

I recall that Brother Totten, at times, didn't have a sandwich for breakfast! He had a little typewriter there, which he was beating on from time to time, and he'd turn out reams of propaganda, but most of the time he had nothing to eat and couldn't leave because we couldn't raise enough money to get him out of Kansas City.

Finally, we got Brother Totten out, and I told him I didn't think he should go back, but he insisted on going back, and he went back . . . And, as a matter of fact, conquered the Pullman Company there! Reduced them to the position where they recognized that porters had some rights.

The Superintendent there was a Simon Legree, but Totten was his match, and Brother Totten converted the community to back the Brotherhood of Sleeping Car Porters. That community was under the Pendergast machine. As a matter of fact, they were opposed to all organized labor. They had an Industrial Commission in Kansas that was rigged against the workers.

I say this because we are not producing today, in any large numbers, men of Totten's character, men of Totten's quality, men of Totten's devotion, men of Brother Totten's dedication. We are more concerned about the fleshpots, we are more concerned about things of this world than about things of the spirit.

The labor movement was built upon things of the spirit - not the things of this world. The workers that built this labor movement had nothing, but they were dedicated to the cause. The same thing with Ashley Totten! I know, because I have seen him from the beginning; I know what he has put into the movement. As a matter of fact, it is just by the skin of his teeth that he is living today and able to sit around this table; he was almost killed, but he had plenty of never, plenty of will, plenty of determination, and he never said die, never said quit, and I take great pleasure in introducing Brother Totten to this audience.

I know some of the men in the labor movement talk about racketeers and corruption in the labor movement . . . as a matter of fact, I would put my life in Brother Totten's hands as far as his integrity is concerned. The United States Treasury Department is not any more responsible in handling the funds of the nation than Brother Totten is in handling the funds of this organization. (Applause)

Absolutely incorruptible! You don't find people like that today in large numbers . . . you don't find them . . . and, consequently, I take great pleasure in presenting to this convention this morning Brother Ashley L. Totten.

(Enthusiastic, prolonged applause)

INTERNATIONAL SECRETARY-TREASURER ASHLEY L. TOTTEN: Brother Randolph, International Officers, Delegates and Friends: I am pleased to present to you a report covering the three years from August 1, 1959 to July 31, 1962. This report includes:

Exhibit I - Statement of assets and liabilities as of July 31, 1962;

Exhibit II - Receipts and disbursements from August 1, 1959 to July 31, 1962;

Schedule 1 - Statement of bank accounts that we have throughout the country; and

Schedule 2 - The loans receivable as of July 31, 1962;

Schedule 3 - The income from locals from August 1, 1959 to July 31, 1962;

Schedule 4 - Travel, per diem and organizing expenses paid out during that period.

I will start in first with Schedule No. 3 which will show the income from locals, per capita tax paid into the International for that period of three years.

(Reading of financial report by Brother Totten)

PRESIDENT RANDOLPH: We're going to have Brother Dellums help Brother Totten to read this because he is a little tired.

(Reading of financial report by Brother Dellums)

E. G. FORD
Accountants and Auditors
140 West 42nd Street
New York 18, N. Y.

August 29, 1962

Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, N. Y.

Dear Sirs and Brothers:

As requested by your Secretary and Treasurer, Mr. A. L. Totten, I am submitting a financial report of your organization for the three year period beginning August 1, 1959 and ending July 31, 1962, consisting of:

Exhibit 1 -	Statement of Assets and Liabilities as of July 31, 1962
Exhibit 2 -	Receipts and Disbursements from August 1, 1959 to July 31, 1962
Schedule #1-	Savings Bank Accounts as of July 31, 1962
Schedule #2-	Loans Receivable July 31, 1962
Schedule #3-	Income from Locals from August 1, 1959 to July 31, 1962
Schedule #4-	Travel, Per Diem and Organizing Expense

I wish to thank the officers and office staff for the kind cooperation extended to me at all times and to express my sincere wishes for a successful convention.

Sincerely and Fraternally yours,

/s/ E. G. Ford

Registered Accountant & Auditor

EXHIBIT 1

STATEMENT OF ASSETS AND LIABILITIES
AS OF JULY 31, 1962

ASSETS

CASH		
Manufacturers Hanover Trust Co.-Checking Account	$ 15,105.30	
Royal Bank of Canada-Checking Account	13,407.80	
First National City Bank of N.Y.-Checking Account	1,377.85	
Manufacturers Hanover Trust Co.-Checking Acct.R.R.A.	86.92	
Manufacturers Hanover Trust Co.-Spec.Asses.Acct.	79,105.00	
Imprest Cash-Officers	1,000.00	
Office	50.00	
Total	110,132.87	
Deposited in Savings Accounts-Schedule #1	135,725.98	
Total Cash		$245,858.85
INVESTMENTS		
U. S. Government Bonds	384,794.00	
U. S. Government Bonds	125.00	
Total Investments		384,919.00
LOANS RECEIVABLE - Schedule #2		1,700.00
TOTAL ASSETS		$632,477.85

EXHIBIT 1

STATEMENT OF ASSETS AND LIABILITIES
AS OF JULY 31, 1962

LIABILITIES

Payroll Taxes Payable	$ 3,125.10	
Funds in Trust:		
British West Indies Union Collection	180.00	
Fight for Freedom Collection	27.18	
Steel Strike Collection	1,179.94	
TOTAL LIABILITIES		$ 4,512.22

CAPITAL WORTH

Surplus-August 1, 1961		698,596.07	
Adjustments-July 31, 1962			
Add:Funds in Trust-Aug.1, 1960-	$1,464.69		
Jul.31, 1962	323.85	1,788.54	
		700,384.61	
Deduct: Plane Fare-African Student		110.00	
Adjusted Balance		700,274.61	
Operating Loss for 3 years ending July 31, 1962		72,308.98	
Surplus July 31, 1962			627,965.63
TOTAL LIABILITIES AND NET WORTH			$632,477.85

August 29, 1962

Accounts Audited and Certified Correct

/s/ E. G. Ford

Registered Accountant and Auditor

EXHIBIT II

STATEMENT OF RECEIPTS AND DISBURSEMENTS
AUGUST 1, 1959 TO JULY 31, 1962

RECEIPTS

Income from Locals:			
Per Capita Tax	Sch.#3-Col.2	$660,103.80	
Assessments	Sch.#3-Col.3	152,021.12	
Fees	Sch.#3-Col.4	3,635.30	
Credits Due or Overages	Sch.#3-Col.5	1,270.88	
Special Assessment	Sch.#3-Col.6	79,785.00	
Total			$896,816.10
Interest:			
Loan Association Certificate		7,094.52	
Savings Banks		19,120.56	
U. S. Government Bonds		12,679.00	
Canadian Bank		631.17	
Total			39,525.25
Other Receipts:			
Contribution-Jersey City		25.00	
Fort Worth-Train Porters-Disbanded		100.00	
Washington Division-Old Loan		200.00	
Los Angeles Division-Old Loan		500.00	
Total			825.00
Refunds:			
Salaries		27,116.84	
Taxes-Withholding-R.R.Retirement & N.Y. State W.H.		2,258.86	
Telephone & Telegrams		81.31	
Postage		635.12	
Office Supplies		453.24	
Printing		167.39	
Sundry Office Expense		.75	
N.Y.Local 1 for General Expenses		2,400.00	
Cleaning & Repairs		16.11	
Associated Hospital Plan		1,762.82	
Bond Premium		282.90	
Cancelled Checks		713.01	
Rent & Electricity		95.00	
National R. R. Labor Board		1,964.00	
R.R. Labor Adjustment Board-Canada		215.72	
Insurance: Fire		20.92	
N.Y.State Ins.Fund		26.90	

Other Receipts-Continued

Refunds: (Cont'd.)				
Dues		$ 59.00		
Christmas Gifts		25.00		
Bank Charges		1.25		
Hospital Bill - Frank Boyd		665.95		
Bail Bond - Morris Case		12,000.00		
Calgary - Canada		157.00		
Chesapeake & Ohio		8.40		
B.S.C.P. Book		3.00		
Travel:				
A.P.Randolph	$ 1,648.63			
M.P.Webster	365.17			
B.F.McLaurin	47.92			
T.D.McNeal	77.80			
A.R.Blanchette	15.20			
B.Smith	84.13	2,238.85		
Per Diem:				
A.P.Randolph	1,310.00			
M.P.Webster	385.64			
B.F.McLaurin	20.00			
A.R.Blanchette	20.00			
B.Smith	20.00	1,755.64		
Organizing:				
A.P.Randolph	7.00			
A.L.Payne	49.49	56.49		
Convention Expense:				
M.P.Webster		658.69		
Total			$ 55,840.16	
Exchanges:				
Contribution to R.R. Political League		593.00		
N. G. Checks		1,475.30		
Cancer Fund		538.40		
Withholding Tax-Chicago		11.60		
A.R. Blanchette		719.67	3,337.97	
TOTAL RECEIPTS				$996,344.48

DISBURSEMENTS

Salaries-Gross				$ 619.938.21
Office Expenses				
Rent & Electricity-	New York	$ 23,255.80		
	Chicago	5,555.33		
	St. Louis	1,638.80		
	Detroit	3,906.00		
	Oakland	2,138.00		
	Canada	3,470.99	$ 39,964.92	
Telephone&Telegrams-	New York	13,461.07		
	Chicago	6,429.28		
	St. Louis	1,871.03		
	Detroit	1,032.03		
	Oakland	668.50		
	Canada	1,175.44	24,637.35	
Postage-	New York	11,345.25		
	Chicago	1,991.51		
	St. Louis	660.19		
	Detroit	259.38		
	Oakland	323.52		
	Canada	614.59	15,194.44	
Office Supplies-	New York	8,721.93		
	Chicago	2,191.04		
	St. Louis	451.58		
	Detroit	322.97		
	Oakland	105.72		
	Canada	409.54	12,202.78	
Sundry Office Exp.-	New York	465.99		
	Chicago	262.90		
	St. Louis	22.62		
	Detroit	24.76		
	Oakland	28.82		
	Canada	109.76	914.85	
Office Machine Repairs			1,774.34	
Water Cooler & Cups-	New York		597.63	
	St. Louis		76.25	
Bank Charges			6.47	
Total Office Expense				95,369.03

DISBURSEMENTS - CONTINUED

International Expense for Divisions

Los Angeles (Deficit)	$ 1,426.59	
Los Angeles	1,440.00	
New Orleans	3,600.00	
Total		$ 6,466.59

Affiliations

R. R. Executive Association	14,904.00	
AFL-CIO - Per Capita Tax	12,180.00	
Assessments	2,740.00	
Housing	20.00	
Registration Fee	500.00	
National R. R. Adjustment Board	21,063.77	
N.Y.N.H.&H. R.R. General Chairman's Assn.	10.00	
Canadian Labor Congress	4,972.25	
Labor Press Association	50.00	
Negotiation Committee Assn.-Non-Operating Unions	400.00	
Assn. of Standard R. R. Employees	5.00	
R. R. Educational Council	25.00	
American Train Dispatchers Assn.	1,500.00	
Total		58,370.02

Black Worker

Printing	20,845.29	
Photo-Engraving	870.26	
Mailing & Postage	4,640.37	
Bookbinding	32.50	
Photographs	6.18	
Total		26,394.60

Taxes

Federal W. H. & R. R. Retirement	28,088.17	
New York State W. H.	3,147.31	
City Tax - Chicago	5.00	
County Tax - Detroit	34.50	
Water Tax - Canada	103.90	
Special Tax - Canada	5.86	
Tax Refunds - R. R. A.	34.28	
To Individual	72.44	
W. H. Tax - A. R. Blanchette	612.38	
Total		32,103.84

DISBURSEMENTS - CONTINUED

Organization Expense

Travel Expense	Sch.#4-Col.1		$ 32,266.26
Per Diem	Sch.#4-Col.2		36,732.81
Organizing Expense	Sch.#4-Col.3		6,372.92
Printing			10,898.50
Pensions			21,537.00
Auditing:	Regular	$ 7,560.00	
	Form #990	525.00	
	Federal & State Taxes	175.00	
	Opening & Closing Ledger	450.00	
	N. Y. State Form LP-2	355.00	
	U.S. Government Form LM-2	330.00	
	Assessments	75.00	9,470.00
Medical Expense & Supplies			233.15
Linen			205.86
Furniture & Fixtures:	New York		1,314.59
	Chicago		2,047.49
	St. Louis		399.75
	Canada		113.16
Insurance:	Health, Welfare & Life (Travelers Ins. Co.)		18,420.29
	RR Unemployment		15,338.18
	Bonding of Officers		3,316.80
	Compensation		871.95
	Liability & Fire		1,121.93
Special Assessment Expense			530.20
Associated Hospital Plan			1,747.87
Legal Fees & Expense			29,998.90
Donations, Tickets & Journal Ads			1,838.65
Subscriptions, Newspapers & Books			1,083.04
Flowers			239.07
Cleaning & Repairs			9,770.86
Negotiating Committee-Chicago			101.00
	Canada		156.50
Committee Expense			53.08
Conference Expense - Chicago			439.30
Convention Expense			7,376.18
New Haven Attendants			144.25
Refunds:	Dues		516.60
	Fees		28.12
	Assessments		30.00
	Hospital Bill - Frank Boyd		681.80
Negro American Labor Council			125.00
Moving Expense - St. Louis Office			600.00
Economist - New York Central			7,385.13

DISBURSEMENTS - CONTINUED

Organization Expense-Continued		
Photos, Photostats & Camera Supplies	$ 681.20	
Christmas Gifts	1,156.10	
Entertainment	779.11	
Total		$ 226,122.60
Exchanges		
Contributions to R. R. Political League	962.00	
N. G. Checks	1,595.30	
Cancer Fund	600.00	
Withholding Tax - Chicago	11.60	
A. R. Blanchette	719.67	
Total		3,888.57
TOTAL DISBURSEMENTS		$1,068,653.46

RECAPITULATION

Total Receipts	$ 996,344.48
Total Disbursements	1,068,653.46
GAIN for Period	-
LOSS for Period	$ 72,308.98

COMPARATIVE STATEMENT

RECEIPTS AND DISBURSEMENTS

	Aug. 1, 1959 to July 31, 1960	Aug. 1, 1960 to July 31, 1961	Aug. 1, 1961 to July 31, 1962	Total 3 Year Period
Total Receipts	$ 303,437.47	$ 319,817.17	$ 373,089.84	$ 996,344.48
Total Disbursements	362,052.90	361,636.17	344,964.39	1,068,653.46
LOSS IN OPERATIONS	$ 58,615.43	41,819.00	-	72,308.98
GAIN IN OPERATIONS	-	-	28,125.45	-

SCHEDULE #1

BALANCE IN SAVINGS BANKS
AS OF JULY 31, 1962

Chemical Bank-New York Trust Co.-Special Interest Acct.	$ 6,521.61
Empire City Savings Bank	608.79
Empire City Savings Bank	602.58
Harlem Savings Bank	1,187.54
Carver Federal Savings & Loan Assn.	524.30
Franklin Savings Bank	807.90
Franklin Savings Bank	632.37
Manufacturers Hanover Trust Co.-Special Interest Acct.	646.40
Manufacturers Hanover Trust Co.-Special Interest Acct.	532.40
Amalgamated Bank of New York - Special Interest Acct.	4,994.03
Amalgamated Bank of New York - Special Interest Acct.	4,994.03
Carver Federal Savings & Loan Assn	529.26
Union Dime Savings Bank	639.25
Union Dime Savings Bank	965.51
First Federal Savings & Loan Assn	5,092.18
First Federal Savings & Loan Assn.	6,380.96
Bowery Savings Bank	767.21
Manhattan Savings Bank	166.86
Beneficial Savings & Loan Assn.	10,000.00
Meadowbrook	7,154.70
Seamen's Bank for Savings	744.78
Century Federal Savings & Loan Assn.	655.32
Central Savings Bank	894.40
Emigrant Industrial Savings Bank	860.22
New York Savings Bank	10,986.06
Greenwich Savings Bank	574.06
Bowery Savings Bank	78.48
Carver Federal Savings & Loan Assn.	1,942.83
Carver Federal Savings & Loan Assn.	1,942.71
Tri-State Bank of Memphis, Tenn.	349.80
Broadway Federal Savings & Loan Assn.	10,528.31
New Age Federal Savings & Loan Assn	10,000.00
Great Western Savings & Loan Assn.	10,000.00
Dime Savings of Brooklyn	481.68
Dollar Savings Bank	7,432.80
North Side Savings Bank	7,394.68
Brooklyn Savings Bank	7,474.08
South Brooklyn Savings Bank	473.79
Jamaica Savings Bank	8,576.10
Prudential Savings Bank	588.00
Total	135,725.98

SCHEDULE #2

LOANS RECEIVABLE

July 31, 1962

League for Mutual Aid	$ 500.00
Boston	300.00
New Orleans	200.00
Buffalo	200.00
Jersey City	200.00
Kansas City	100.00
Mrs. J.C. Mills	200.00
Total	$ 1,700.00

SCHEDULE #3
INCOME FROM LOCALS
AUGUST 1, 1959 TO JULY 31, 1962

Sleeping Car Porters	Total	Per Capita	Asses.	Fees	Overages	Spec. Asses.
Zone #1-New York						
Asheville, N. C.	$ 3,242.10	$ 2,406.80	$ 610.00	$ -	$ .30	$ 225.00
Atlanta, Ga.	10,590.41	7,792.36	1,825.00	-	23.05	950.00
Augusta, Ga.	1,883.00	1,428.00	330.00	-	-	125.00
Baltimore, Md.	2,784.80	2,039.20	540.00	-	5.60	200.00
Birmingham, Ala.	1,872.60	1,498.80	370.00	-	3.80	-
Boston, Mass.	5,877.20	3,980.00	1,190.00	-	82.20	625.00
Buffalo, N. Y.	3,810.30	2,522.46	820.00	-	22.84	445.00
Jacksonville, Fla.	14,801.20	10,259.00	2,960.00	-	7.20	1,575.00
Jersey City, N. J.	7,153.40	5,310.40	1,192.00	-	1.00	650.00
Montgomery, Ala.	1,097.80	821.40	260.00	-	16.40	-
New York, N. Y.	96,199.48	67,345.48	17,979.00	25.00	-	10,850.00
Norfolk, Va.	2,000.60	1,520.60	380.00	-	-	100.00
Philadelphia, Pa.	3,657.60	2,577.60	730.00	-	-	350.00
Richmond, Va.	3,935.60	2,751.40	700.00	-	9.20	475.00
Tampa, Fla.	5,418.40	3,791.80	1,150.00	-	26.60	450.00
Washington, D. C.	18,516.80	13,341.44	3,070.00	-	5.36	2,100.00
Total	$182,841.29	$129,386.74	$34,106.00	$ 25.00	$ 203.55	$19,120.00
Zone #2-Chicago						
Chicago, Ill.	$204,021.47	$145,682.27	$37,930.00	$ 75.00	$ 9.20	$20,325.00
Denver, Colo.	10,866.20	7,486.80	2,170.00	25.00	9.40	1,175.00
Kansas City, Mo.	14,748.60	10,513.00	2,720.00	-	15.60	1,500.00
Omaha, Nebraska	4,572.00	3,081.00	860.00	-	31.00	600.00
Twin Cities, Minn.	19,135.20	13.223.40	3,420.00	-	266.80	2,225.00
Total	$253,343.47	$179,986.47	$47,100.00	$ 100.00	$ 332.00	$25,825.00

Sleeping Car Porters - Con'td

Zone #3 - Detroit	Total	Per Capita	Assess.	Fees	Overages	Spec. Assess.
Calgary, Can.	$ 1,476.77	$ 1,476.77	$ -	$ -	$ -	$ -
Cincinnati, Ohio	9,385.60	6,632.40	1,770.00	-	33.20	950.00
Cleveland, Ohio	7,065.30	4,892.90	1,420.00	-	2.40	750.00
Detroit, Mich.	8,464.40	5,959.91	1,590.00	-	14.49	900.00
Edmonton, Can.	396.51	396.51	-	-	-	-
Indianapolis, Ind.	3,176.60	2,136.60	640.00	-	-	400.00
Louisville, Ky.	4,725.80	3,267.00	880.00	-	3.80	575.00
Montreal, Can.	2,600.40	1,910.40	490.00	-	-	200.00
Montreal, Can. C.P.R.	22,648.85	22,370.45	3.40	-	-	275.00
Pittsburgh, Pa.	8,692.20	6,132.20	1,735.00	-	-	825.00
Toronto, Can.	1,301.15	947.35	240.00	10.00	3.80	100.00
Toronto, Can. C.P.R.	18,917.81	18,399.26	-	15.30	3.25	500.00
Vancouver, Can. C.P.R.	13,294.73	12,769.73	-	-	-	525.00
Winnipeg, Can. C.P.R.	13,716.15	13,506.15	-	-	-	210.00
Total	$115,862.27	$100,797.63	$ 8,768.40	$ 25.30	$ 60.94	$ 6,210.00
Zone #4-St. Louis						
Dallas, Tex.	$ 9,168.00	$ 6,426.60	$ 1,730.00	$ -	$ 111.40	$ 900.00
El Paso, Tex.	2,133.70	1,673.70	460.00	-	-	-
Ft. Worth, Tex.	8,087.35	5,977.60	1,459.00	25.00	.75	625.00
Houston, Tex.	5,053.40	3,748.40	1,030.00	-	-	275.00
Memphis, Tex.	4,830.92	3,395.20	940.00	-	45.72	450.00
New Orleans, La.	24,188.20	17,068.20	4,220.00	-	-	2,900.00
San Antonio, Tex.	5,710.90	4,197.80	1,110.00	-	3.10	400.00
St. Louis, Mo.	36,388.00	25,909.86	6,688.00	-	65.14	3,725.00
Total	$ 95,560.47	$ 68,397.36	$ 17,637.00	$ 25.00	$ 226.11	$ 9,275.00

Sleeping Car Porters-Cont'd.	Total	Per Capita	Asses.	Fees	Overages	Spec. Asses.
Zone #5-Pacific Coast						
Los Angeles, Calif.	$ 16,935.20	$ 12,591.60	$ 3,105.00	$ -	$ 38.60	$ 1,200.00
Oakland, Calif.	19,060.80	12,888.00	3,655.00	-	17.80	2,500.00
Portland, Ore.	6,259.40	4,355.20	1,180.00	-	24.20	700.00
Salt Lake City, Utah	4,160.40	3,130.32	780.00	-	.08	250.00
Seattle, Wash	4,360.18	2,992.80	1,100.00	-	17.38	250.00
Spokane, Wash.	136.00	96.00	40.00	-	-	-
Total	$ 50,911.98	$ 36,053.92	$ 9,860.00	$ -	$ 98.06	$ 4,900.00
Total Sleeping Car Porters	$698,519.48	$ 514,622.12	$ 117,471.40	$ 175.30	$ 920.66	$ 65,330.00
Train Porters and Brakemen Porters						
Atlantic Coast Line						
Richmond, Va.	$ 11,690.60	$ 8,479.30	$ 2,065.00	$ 225.00	$ 36.30	$ 885.00
Baltimore & Ohio						
Baltimore, Md.	$ 11,042.24	$ 8,311.90	$ 2,047.00	$ -	$ 33.34	$ 650.00
Chesapeake & Ohio						
Hinton-Huntington, W. Va.	$ 5,416.44	$ 3,828.72	$ 912.72	$ -	$ -	$ 675.00
Illinois Central						
Memphis, Tenn.	$ 16,609.60	$ 12,480.80	$ 3,019.00	$ 225.00	$ 9.80	$ 875.00

Train Porters and Brakemen Porters-Cont'd.	Total	Per Capita	Asses.	Fees	Overages	Spec. Assess.
Int'l. & Great Northern San Antonio, Tex.	$ 2,556.00	$ 1,920.80	$ 460.00	$ -	$ .20	$ 175.00
Missouri Pacific Little Rock, Ark.	$ 11,917.56	$ 8,346.17	$ 2,080.00	$ 125.00	$ 41.39	$ 1,325.00
St. Louis So. W. & Cotton Belt R. R.						
Kansas City, Mo. S.	$ 1,812.00	$ 1,330.80	$ 330.00	$ -	$ 1.20	$ 150.00
Texarkana, Tex.	178.00	98.00	80.00	-	-	-
Total	$ 1,990.00	$ 1,428.80	$ 410.00	$ -	$ 1.20	$ 150.00
Texas & New Orleans Ennis, Tex.	$ 2,257.20	$ 987.20	$ 170.00	$ 775.00	$ -	$ 325.00
Texas & Pacific Ft. Worth, Tex.	$ 1,560.80	$ 1,045.80	$ 390.00	$ 75.00	$ 50.00	$ -
Union Pacific Omaha, Neb.	$ 23,727.00	$ 16,467.00	$ 4,335.00	$ 550.00	$ -	$ 2,375.00

	Total	Per Capita	Assess.	Fees	Overages	Spec. Assess.
Train Porters and Brakemen Porters-Cont'd						
Southern Pacific						
El Paso, Tex.	$ 1,786.40	$ 1,386.60	$ 330.00	$ 50.00	$ 19.80	$ -
Los Angeles, Calif.	7,318.60	5,478.00	1,225.00	-	15.60	600.00
Oakland, Calif.	13,720.00	9,804.00	2,510.00	100.00	6.00	1,300.00
Total	$ 22,825.00	$ 16,668.60	$ 4,065.00	$ 150.00	$ 41.40	$ 1,900.00
Sante Fe						
Kansas City, Mo.	$ 36,844.82	$ 26,417.55	$ 6,421.00	$ 1,135.00	$ 21.27	$ 2,850.00
Total Train Porters and Brakemen Porters	$ 148,437.26	$ 106,382.64	$ 26,374.72	$ 3,260.00	$ 234.90	$ 12,185.00
Parlor Car and Lounge Attendants						
Penn R.R. Parlor Car and Parlor Lounge Attendants						
New York, N. Y.	$ 16,613.57	$ 11,938.57	$ 3,000.00	$ -	$ -	$ 1,675.00
New Haven R.R. Attendants and Space Assigners						
New York, N. Y.	$ 4,659.95	$ 3,626.35	$ 950.00	$ -	$ 83.60	$ -
Atlantic Coast Line Attendants						
Jacksonville, Fla.	$ 6,972.64	$ 5,292.96	$ 1,270.00	$ 50.00	$ 9.68	$ 350.00

Parlor Car and Lounge Attendants-Continued	Total	Per Capita	Assess.	Fees	Overages	Spec. Assess.
Erie R. R. New York, N. Y.	$ 95.00	$ 75.00	$ 20.00	$ -	$ -	$ -
Colorado & Southern Dining Car #1 Ft. Worth, Tex.	$ 5,515.80	$ 4,170.76	$ 1,070.00	$ 125.00	$ .04	$ 150.00
Chicago Burlington & Quincy Chicago, Ill.	$ 16,002.40	$ 13,995.40	$ 1,865.00	$ 25.00	$ 22.00	$ 95.00
Total Parlor and Lounge Attendants	$ 49,859.36	$ 39,099.04	$ 8,175.00	$ 200.00	$ 115.32	$ 2,270.00

SUMMARY OF INCOME FROM LOCALS

Sleeping Car Porters	$ 698,519.48	$ 514,622.12	$117,471.40	$ 175.30	$ 920.66	$65,330.00
Train Porters and Brakemen Porters	148,437.26	106,382.64	26,374.72	3,260.00	234.90	12,185.00
Parlor Car and Lounge Attendants	49,859.36	39,099.04	8,175.00	200.00	115.32	2,270.00
Total	$ 896,816.10	$ 660,103.80	$152,021.12	$ 3,635.30	$ 1,270.88	$79,785.00

SCHEDULE #4

AUGUST 1, 1959 TO JULY 31, 1962

	Travel Col. 1	Per Diem Col. 2	Organizing Exp. Col. 3
M. Anderson	$ 5.00	-	-
P. J. Banks	-	-	3.21
C. N. Beatie	-	-	40.00
A. R. Blanchette	1,304.82	2,340.00	376.50
Wm. H. Bowe	1,741.95	1,720.00	98.55
A. Bowers, Sr.	2.00	29.00	-
P. J. Bowles	-	-	6.95
J. E. Brown	82.29	100.00	194.95
O. W. Bynum	160.63	175.00	194.18
A. Chappell	-	-	105.74
J. W. Cohen	4.00	8.00	-
C. B. Cooper	-	-	275.00
U. C. Crowder	310.69	120.00	21.50
A. R. Dailey	182.19	540.00	-
J. P. Davis	-	-	7.50
C. L. Dellums	1,891.08	2,206.50	142.21
D. Dudley	-	-	10.00
S. B. Ellison	-	-	150.00
E. G. Ford	7.00	-	-
G. C. Garran	209.14	420.00	20.00
E. Gilland	106.41	160.00	-
H. Glenn	27.80	-	954.14
A. L. Graves	-	-	5.00
J. Green	-	-	27.80
P. W. Halbrook	-	-	20.00
M. Harris	-	-	80.92
H. H. Henry	75.00	-	115.00
W. A. Isaacs, Jr.	256.00	280.00	-
W. C. Isaac	255.12	400.00	-
H. A. Jackson	-	-	27.00
H. E. Jones	-	-	31.00
J. A. King	-	-	50.95
Mrs. M. Lee	137.93	-	-
C. Lewis	-	-	11.50
J. A. Martin	-	170.00	54.45
C. D. Miller	-	120.00	-
J. Morse	-	250.00	168.00
B. F. McLaurin	4,977.26	5,479.00	139.75
T. D. McNeal	3,114.92	3,735.00	45.00
E. D. Nixon	20.25	-	29.05

SCHEDULE #4 - CONTINUED

AUGUST 1, 1959 TO JULY 31, 1962

	Travel Col. 1	Per Diem Col. 2	Organizing Exp. Col. 3
Helen Norwood	$ 39.09	$ -	$ -
A. L. Payne	-	-	270.26
E. Pemberton	38.33	40.00	-
W. E. Peterson	-	335.00	188.84
A. P. Randolph	6,398.03	7,246.25	147.26
S. Rupert	-	-	25.00
L. J. Shackelford	228.34	220.00	181.97
C. O. Shepherd	-	-	25.00
G. A. Slade	-	-	45.00
B. Smith	1,291.92	1,824.53	-
C. J. Smith	732.35	640.00	117.75
G. Spencer	20.00	-	25.00
F. Strayhand	5.00	-	-
G. L. Teague	-	20.00	52.00
L. B. Thompson	104.25	100.00	185.00
A. L. Totten	789.75	510.00	229.10
L. Townsend	-	-	10.00
L. S. Wagner	-	-	30.00
P. Watson	-	-	20.00
M. P. Webster	7,273.69	7,510.00	491.00
C. S. Wells	-	4.53	-
J. R. Wells	180.00	-	410.00
B. Wilds	5.00	-	-
M. M. Williams	107.25	30.00	-
J. M. Wood	-	-	367.05
C. L. Woods	-	-	19.24
Miscellaneous	181.28	-	127.60
Totals	$ 32,266.26	$36,732.81	$ 6,372.92

BROTHER DELLUMS: Each delegate will get a breakdown of the schedules; it will be printed in the Proceedings of the convention. The only thing that should be added here is that these accounts were audited and certified correct by Registered Accountant and Auditor Mrs. E. G. Ford, and I might say that this is a certified bonding-auditing company that works under the supervision and direction of the International Executive Board, and when these reports are made up they are sent to the International Executive Board, as well as to the President and the International Secretary-Treasurer. As was pointed out, our present surplus is $627,965.63. That includes the $79,000.00 collected in the special assessment, as of the date of the making up of this report.

BROTHER TOTTEN: Thank you, Brother Dellums, for reading the report for me. I want to say I have here the key to the trunk which carries all the vouchers, all of the receipts, all of the documents. As a matter of fact, the whole thing is here and so, if you want anything, to look into anything, all you have to do is to ask because the whole trunk is here. The only thing you can look into is the books - don't look for money, because I won't give you that!

I don't know . . . I think it is time most of you should know the young lady who serves as Bookkeeper . . . has served since 1934 in our office . . . Miss Jennie Pemberton.

(Miss Pemberton rises and receives applause from assembled delegates)

That is your report, Brothers, and it is going to remain there. . . as I said before, don't ask for any of it because we don't lend any money!

(Brother Totten resumes his seat and receives a standing, tumultuous, thunderous ovation and extended applause)

PRESIDENT RANDOLPH: Thank you Brother Totten. It has been moved by Brother McNeal and seconded by Brother Thompson that the report of the International Secretary-Treasurer, as is our procedure, be referred to the Auditing Committee. Are there any remarks? All in favor make it known by saying Aye. Contrary, No. The Ayes have it and so it is ordered. I want to assign to the Auditing Committee Brother Samuel Jefferson.

We are fortunate in having with us this morning one of the outstanding men of labor, not only in the United States of America but in the world - Brother A. E. Lyon.

Brother Lyon is the former Executive Secretary-Treasurer of the Railway Labor Executives' Association. That is the organization that is responsible for the Railroad Retirement Act, the Railroad Unemployment Insurance Act . . . as a matter of fact, Brother Lyon had major interests in developing the policy of the original Act, and in serving as the watchdog in keeping this Act under proper form and in proper gear.

Not only is Brother Lyon a man of knowledgeability in the trade union movement, but he is one of the dedicated men in the labor movement, and I believe that in the labor movement (different from any other movement in the world) we need more than knowledge, we need more than technical ability, we need more than competency to do a specific job . . . what we need is responsibility, integrity, dedication. That is a combination that makes Brother Totten so indispensable and valuable a person.

We have a comparable man in Brother A. E. Lyon, who is a person of dedication and, as a matter of fact, he perhaps has had a wider experience, a deeper and richer experience in the broad field of international labor than any other man of labor in the United States. He has attended various labor congresses, has participated in them officially as a representative of the Railway Labor Executives' Association and, consequently, he knows the labor movement all over the world. He has been going to congresses for years.

Consequently, we have the opportunity to listen to a person of labor maturity, of labor competency, of knowledgeability and of wide labor experience and, above all, of dedication. Now, he has recently been appointed by President Kennedy as a member of the Railroad Retirement Board, sitting on the Board and representing you and every single railroad worker in the nation on the Railroad Retirement Board. This, brothers, is one of the most significant government agencies, from the point of view of railroad labor, we have in the government. As a matter of fact, all of you will some day be retired; all of you will some day be receiving pensions from this Board on which Brother Lyon now sits.

He has the responsibility to see that this Board is actuarily sound, because labor is responsible for the existence of this Board and, consequently, you can readily see that a heavy responsibility, a heavy load, rests on his shoulders. Labor lives under federal law, and the law is complicated. You just cannot get the knowledge and understanding about labor law out of the air - it requires concentration and study. Take the Railway Labor Act, amended in 1934. You have the Railroad Retirement Act, the Unemployment Insurance Act . . . these Acts have been amended and amended, and will be amended.

We were talking to Brother Lyon at breakfast this morning and he told us of a body of material which is now in the hands of the government affecting railroad retirement. This body of material was organized and shaped and developed by the Railway Labor Executives' Association. The position of railroad labor is different from a worker in someone's merchandising establishment; it is different from a man driving a team; it is different from a man working in a hotel. When you run into complicated federal law you have to have somebody who knows what it is all about. Now, brothers of the Sleeping Car Porters, that is the reason why this organization can serve the porters, because the organization knows the law. We have lived under the law and, consequently, we have to know what the thing is all about.

Well, now, we are glad and happy to have Brother A. E. Lyon with us this morning. He readily agreed to come to Montreal for the purpose of addressing our convention at this hour, and, so, I want to take this opportunity to introduce to you Brother A. E. Lyon, member of the Railroad Retirement Board, and one of the dedicated men of labor in the United States of America and the Dominion of Canada. (Applause)

MR. A. B. LYON: President Randolph, Officers, Members and Delegates. I'm afraid my friend, Phil Randolph, has been a a little flattering in his very kind introduction. However, complimentary remarks by Phil are greatly appreciated because they are sincere, and I particularly appreciate the kind things he has said about me.

It is both an honor and pleasure for me to come here this morning and address you. I have very much appreciated the invitation which was extended to me by your distinguished President, Brother Philip Randolph. I have known him a long time and have always admired and respected him and counted him as a friend.

I have also had the privilege of knowing a number of your national officers over a period of years, and particularly since your Brotherhood became affiliated with the Railway Labor Executives' Association, which I served as the only full-time officer for seventeen years. I have always found those national officers, with whom I had those good associations, to be able and devoted men, with extraordinary capabilities and with great loyalties to your organization and the trade union movement. You have a right to be proud of your organization and of its representatives. The character and devotion of your officers, which is widely known and widely recognized, is one of your greatest assets.

I understand, and read about it, and find it confirmed here by the banner in front of your meeting room, that this is the 37th Anniversary of your organization. You have come a long way and accomplished a tremendous amount of good in that relatively short period of time. I know of no labor organization in North America that has done so much so rapidly.

Now, the labor member of the Railroad Retirement Board, (who, as President Randolph has said, is selected by railroad labor organizations - because the President appoints the man that is nominated by railroad labor) always has, I am sure, welcomed an opportunity such as this to come before a convention of any railroad labor organization and make a brief report concerning the status and the operations of your railroad social insurance programs.

I understand that my predecessor on the Board, and you all remember Brother Horace Harper of the Brotherhood of Railway Clerks, addressed one or more of your conventions in past years, and I am going to try to say a few of the things that Horace would have said if he had not retired earlier this year.

The administration of the United States Railroad Retirement System and the Railroad Unemployment Insurance System is, I think, in good hands. My experience since the first of March of this year, when I succeeded Brother Harper, has provided adequate confirmation of my previous knowledge and belief that, generally, a good job is being done.

The Chairman of our Board, Mr. **Howard W.** Habermeyer, has recently been reappointed by the President for another five-year term of office. He was originally appointed to this post by President Eisenhower, as you probably recall. Mr. Habermeyer had served for many years as an employee and as a subordinate official of the Board, in many capacities. The action of the present Democratic Administration in Washington in reappointing a man who was originally a Republican appointee is worth noting for two reasons:

First, it is a tribute to the competence of Mr. Habermeyer, and secondly, and perhaps more important, it is a demonstration that the present Administration very properly regards the administration of the railroad social insurance program as an activity separate and apart from any political partisanship. Mr. Habermeyer, I am sure, deserved reappointment because he has, and is, doing a good job.

The staff of the Board, including the highly competent professional experts (such as Actuaries, for example) the field staff in different parts of the United States, and the other employees at various levels is, in my opinion, a very good staff. These men and women are doing excellent work for the railway industry and railroad people generally and, as you probably know, the Board and its staff has an enviable reputation in the whole federal government for doing an efficient and low cost administrative job.

The Railroad Retirement System is, on a long range basis, in good condition. There is, at present, a small actuarial deficit, and there will have to be some revisions in the law in order to erase this temporary situation - but this is not unusual or unexpected. It was known when the railroad labor organizations created this system that there would have to be adjustments made from time to time.

Actuarial examinations are made at periodic intervals. These studies must depend, in large part, on estimates, informed estimates perhaps, but, nevertheless, estimates of what the future will bring, both as to payrolls on which taxes are levied and as to those many things which determine the amounts paid out in benefits. When estimates have to be changed in the light of experience it is inevitable that the result of an actuarial study will also change.

Now, if any of you have become alarmed by the propaganda which you may have read to the effect that the United States Railroad Retirement System is in serious financial trouble, let me set your fears at rest. I am sure we can depend upon organized railroad labor, including your organization, and the Congress of the United States, to bring about the necessary changes which will ensure that all benefits will always be paid when due, and that the system will remain safe and sound, as it is now.

It is of interest, I am sure, to know that the Board is now sending out each month approximately 850,000 checks to beneficiaries of the retirement system, totaling about eighty-five million dollars. These payments go to eligible railroad employees who have retired on account of age or disability, and to qualified wives, and to the survivors of those who have died.

As all of you know, the Board also administers a nation-wide system of unemployment and sickness insurance with uniform rights, benefits and privileges throughout every state in the United States of America . . . the only system that is nation-wide and has these qualities of uniformity.

During the past three fiscal years unemployment benefits have averaged about two hundred million dollars a year, paid to an average of about two hundred and eighty thousand beneficiaries, and in a recent fiscal year about fifty-five million dollars were paid to about one hundred and thirty thousand railroad employees in so-called sickness benefits.

The volume of the programs administered by the Board, and their present magnitude, can be measured by the annual volume of benefit payments and the number of beneficiaries. In a recent fiscal year over 1,300,000 individuals received an aggregate of almost one and one-quarter billions of dollars in benefits. It is of interest to note that since the beginning of our retirement system - something more than twenty-five years ago - some ten billion dollars in benefits have been paid.

Now, these figures are of interest, I think, for two reasons . . . the magnitude of the job performed by the Board over a period of years, with an extremely small amount of criticism or complaint is, I think, a constant tribute to the work of the Board and its staff. And the figures I have mentioned should bring home to all of us the tremendous amount of good that has been done for hundreds of thousands of railroad people by our railroad social insurance program - a program of which your Brotherhood, and others who are responsible for it, can be rightfully proud!

This program is, by any measure, one of the largest in the United States. It has been said that it is the only system administered and operated by one agency which covers the five major economic hazards . . . aging, permanent disability, temporary disability, unemployment and death. It is the only public insurance system covering a single industry. Only a handful of insurance companies, at most, equal it in total income or expenditures and none of them give as wide a range of protection.

It will be of interest to you, I am sure, to learn some of the facts which indicate the extent to which persons represented by your Brotherhood benefit from the program administered by our Board. These figures I obtained from our research department and I think they are quite up to date.

They tell me that as of the end of 1960 there were more than three thousand annuities in effect for persons who last worked in occupations represented by your organization. These persons were being paid more than four million dollars during 1960, or, I should say, each year.

During 1960 almost five hundred additional annuities were awarded to this group, which averaged about $128 per month, based on about twenty-six and one-half years of service -creditable service. Twenty-two percent of them were disability annuities.

During the fiscal year ended June 30, 1961, there were about thirty-five hundred unemployment and sixteen hundred sickness insurance beneficiaries who were in occupations represented by your organization. They were paid about two million, eight hundred thousand dollars in unemployment benefits, and eight hundred thousand dollars in sickness benefits, or an average of about eight hundred dollars for each unemployment beneficiary, and about five hundred dollars for each sickness beneficiary.

Now, I have mentioned a few minutes ago that the railroad retirement system has a relatively small actuarial deficiency and that there must be some adjustments made in the Act in order to provide additional income. I must also draw attention to the fact that the unemployment situation in the in the railway industry during the last several years has been such that the Railroad Unemployment Insurance Act must be revised also in the near future. The reserve in the fund has been exhausted, and money has been borrowed from the retirement reserve fund from time to time in order to continue to pay the benefits provided by law.

These borrowings have been made, as agreed to by the railroad unions and the railroad companies, and in accordance with the provisions of the law, and there is nothing improper or irregular about it. The money so borrowed draws the same rate of interest as other portions of the railroad retirement reserve.

The Board has recommended a program for revising both the Retirement Act and the Unemployment Insurance Act to place both of them on a currently sound financial basis and to permit repayment of money that has been borrowed by one fund from the other. It may be considered that this recommended program will be considered by Congress in the near future, and that it will have the all-out support of railway labor, and that it will be approved. I am confident that this program will have the active and full support of your Brotherhood and that your national officers will play an important role, along with other organizations affiliated with railway labor - the Railway Labor Executives' Association - in getting that program approved.

Let me sum up, if I may, in a few words, what I have tried to say about your railroad social insurance program. It is a good program, of which you can be proud. It is efficiently administered by a devoted staff of people. There is need for some revision, in order that it may be placed again on a currently sound financial basis. While this is being done, there is no need for alarm. We can depend on united railroad labor to see to it that necessary changes are made from time to time, as the need arises.

Now, we might well ask ourselves, what about the future?

It is my opinion that the next important step that can and should be made to improve the status of our retired people in the railroad industry is to bring about amendments to the Railroad Retirement System and Social Security System which will give retired persons some relief from the cost of medical and hospital care. Our social insurance program will be deficient until this is done.

The proposals which were pending in the Congress, and which were temporarily defeated some weeks ago, included necessary changes in the Railroad Retirement System to accomplish this result. I think we all ought to regard the action of the United States Senate a few weeks ago as only a temporary setback; I am confident that such a program will eventually be enacted.

One of the many good things for which we should be thankful, and for which we should commend the present national Administration in Washington is its forceful campaign on behalf of the so-called Medicare program. All of organized labor should renew and, if possible, redouble its efforts to bring about enactment and, of course, much will depend on the result of this year's Congressional elections. I am sure you and your fine organization can do much in this respect.

Mr. President, if your time permits - and I understand perhaps it does - I want to say something about two other things of a more general nature and, in doing so, I am speaking as a veteran trade union representative and not in my capacity as a member of the Railroad Retirement Board.

Some of the things I want to say are a summary, or perhaps a paraphrase, of things our good friend, the President of the Train Dispatchers, wrote in an article about a year ago, and I want to borrow some of his thoughts and even some of his language, if I may. He is one of the most scholarly trade union leaders in the labor movement.

We all know that about ten days ago we celebrated a national holiday, Labor Day. This is an increasingly important milestone for the trade union movement but, all too often, there is a disposition for many of us to regard the occasion in much the same light as those not affiliated with organized labor - simply as a long weekend period mostly given over to recreation. But the real significance of the occasion to the labor movement runs much deeper, a great deal deeper. It is, and it should be, an occasion for reaffirming our gratitude for those stalwarts who have gone before us, and those, like Brother Totten here, who are still with us . . . those good men who, by their steadfast spirit, unselfish service, and indifference to economic and even physical security laid the everlasting bedrock foundation of the free and democratic trade union movement.

This is most important - no foundation, however solid, is everlasting! Economic freedom, like political freedom, is not a heritage to be handed down from one generation to another like a family heirloom. We, as legatees, must keep that foundation in repair. And so, on Labor Day, it is always a good time to pause at the new milestone and look down the rugged and obstacle-strewn highway from whence we came.

I am told that more than fifty years ago the famous lawyer, Clarence Darrow, wrote the following statement . . . as a matter of fact, I think it was published for the first time in a railway labor publication. He said that: "With all their faults, trade unions have done more for humanity than any other organization of men that ever existed. They have done more for decency, for honesty, for education, for the development of character in man, than any other association of men."

That statement is as true today as it was when it was written. There are, of course, as my friend, Bob Coutts, says, an over-supply of characters who disagree with it; many of them would like to return to the period of over a century ago when, it is said, a man normally worked seventy hours a week and his life expectancy was forty years. Today, largely through trade union efforts, those figures are reversed, with a normal work week of forty hours and a life expectancy of seventy years.

At one time there was a philosophy which was summed up by a noted railroad industrialist, so it is said, in a letter to his pastor, in the following words: "The rights and interest of the laboring man will be protected and cared for - not by the labor agitators, but by the Christian gentlemen to whom God has given control of the property rights of the country and upon the successful management of which so much depends."

Fortunately for our countries and for mankind generally, collective action by labor has, outwardly at least, discredited completely that kind of business philosophy. I am sure that you will agree with me that it crops up now and then, and if we do not maintain and strengthen our trade unions in every way we can, such a philosophy will again gain some dominance.

I want to impose on your time just a few minutes to also call attention to a section out of the excellent essay that Brother Coutts wrote. I refer to it because it deals, I think, with a question of very great interest to railway labor, and perhaps to a subject which should be given increasing attention by all labor organizations, and here I want to quote exactly what our friend, Bob Coutts, wrote:

> "When we marked the first observance of Labor Day, trade union problems and interests were essentially local in character. That is no longer true. Today it must be recognized that our interests and responsibilities are international in scope. Of necessity they must be.
>
> "For there is no such thing as self-sufficiency in our industrial economy today. The welfare of the workers who mine cobalt in the Congo, manganese in India, tin in Indonesia or copper in Chile, and the welfare of those workers who transport it by rail, water, or other means to meet our needs must be a concern of every worker in this country. Yet more - those workers must be the beneficiaries of every possible assistance which the trade union movement in this country can extend to them - both financial and moral support to assist them in developing a free, responsible, and democratic trade union movement. And while we have done much, the surface has barely been scratched, and the time is short. It is a hard fact that the primary target of international communism is trade unions. It is a further hard fact that they have made some disturbing progress in taking over in critical areas. A generation ago this was a matter of small concern to trade unions. Now, if we are to survive, it is vitally important and simply must be taken into consideration. And it is reassuring to note that there is a keen awareness of international interests in the labor movement."

Now, I want to talk about that subject, because I sometimes gather the impression that the members of many of our labor organizations - and some of their officers, for that matter - are so busy with domestic matters that they have overlooked what the railway labor movement, generally, is trying to do and what the general trade union movement is trying to do in this field of international activity.

The Railway Labor Executives' Association, with which you are affiliated and which you help finance, has been active in a considerable degree in this field for about fifteen years. We have taken an active part in the work and administration of the International Transport Workers' Federation which is a world-wide organization of free trade unions in transportation fields.

When I resigned, upon taking my present post, which made it inappropriate that I continue as a member of the Executive Committee of the International Transport Workers' Federation, I was the senior member of that body, and I have had a rather interesting and rewarding experience in that kind of work, as Brother Randolph has indicated.

It is a very large subject, and I would not attempt to take the time to tell you too much about it, but I want to call attention to some of the things that are being done and in which you, whether you are aware of it or not, have had a part.

The International Transport Workers' Federation is closely identified with the International Confederation of Free Trade Unions, which we all are identified with through our trade union centers. The AFL-CIO and the Canadian Labour Congress are principal supporters of that world-wide Confederation of Free Trade Unions. The Transport Workers Federation carries on activities in those regions of the world where the trade union movement is in its infancy and where, without help from the more advanced countries, it will be difficult, if not impossible, for good trade unions to be formed and to prevent them from being absorbed and used as tools by the communists.

It is of interest, particularly, to know that the International Transport Workers' Federation is doing that kind of work and that they rely to a considerable degree upon our American railway trade unions. At the present time, two representatives are working in Africa for the International Transport Workers' Federation who are American - our men. I want to mention that one of them is a Sheet Metal Worker of French ancestry who was educated in Montreal. He speaks French, as well as English. He is now a member of the staff of the I.T.F. in Nigeria, doing excellent work with the transportation trade union people in that part of Africa. It so happens that this man is Emile LaFlanne. When he was temporarily disabled from his work and had to return to London, we had another man ready, named Walter Townsend. This was one of the men that George Harrison had provided a scholarship at Cornell University to train himself for this work.

So we have two men from our trade unions who are representing the International Transport Workers' Federation in Africa. We have another man working in South America, who was the General Chairman of a trade union, working out of St. Louis - a man named Jack Oterra, who is working in Brazil.

Now, the reason I mention this is to show that to carry on this kind of work successfully it is not a problem so much of contributing money; it is more a matter of finding dedicated people who have the courage and the plain guts to go to those places, where it is difficult for them to work successfully, and who will adapt themselves to the peoples and to the localities and stay with it until they do the job.

I wish I could say that some of the trade union movements in Europe are doing as much as we in North America, but I think that as time goes on they will do more. I think, whether you knew it in the past or not, in as much detail as I can tell you, you have, through your association with the Railway Labor Executives' Association, the American Federation of Labor and Congress of Industrial Organizations and the Canadian Labour Congress, you have done a great deal in this field ....but, don't let anybody indicate to you that you have done enough! You cannot do enough in this field!

As Brother Coutts said in the part I read to you, we have only scratched the surface . . . time is short . . . we have to find more people to do this work . . . we have to devote, or contribute, more money, if we can, to carry out this work, to carry it on. It is a matter of supreme importance, and I am sure that Brother Phil Randolph is one of the several labor leaders in North America who fully appreciates and understands this, and I am quite certain what I have tried to say meets with his full endorsement.

Brother Randolph, I have perhaps talked too long. I want to conclude my remarks by reminding all of you that the office of the Labor Member of the Railroad Retirement Board is a sort of service station for your organization and your members, all of you. We want to make sure that eligible and qualified applicants for benefits obtain not only careful, but sympathetic attention to their cases. Do not hesitate to call on me, or the members of my staff at my office in Chicago at any time we can be of service to you.

I think probably all of you have heard Brother John Griner at some meetings where he has spoken and answered questions about these systems that the Retirement Board administers. I am not sure that he has spoken to one of your international conventions, but I am sure that he has at other meetings. He was for many years a part-time and unpaid vice president of the American Federation of Government Employees; he was elected a few days ago to be National President of that organization, and, therefore, probably in the next six weeks the Retirement Board will give John leave of absence to become the full-time National President of the American Federation of Government Employees. We will probably get some railroad man who has kept up his membership card in one of our unions to replace John, and I hope that he will be able, in due time, to do as good a job as John has done.

Now, in conclusion, I want to thank you, President Randolph, your brother officers and representatives, for the cooperation and assistance you have always given the Board and its staff all over the United States and, on behalf of the Board, I want to wish for your Brotherhood and all of its officers and members, the continued success and progress which you richly deserve. Thank you very much! (Applause)

PRESIDENT RANDOLPH: Thank you, Brother Art Lyon. We usually call him Art, as an indication of our affection for him. We appreciate very much that informative and broadly based address to the Convention. I am very glad that you discussed the question of the actuarial status of the Railroad Retirement fund . . . so that the Brothers would be fully aware of the fact that this fund is sound although there exists some deficiency at the present time, but that the basic criteria for the handling and operation of the fund are such that any deficiency can be properly adjusted and corrected.

We are also appreciative of your broad discussion of the international aspects of the struggles and problems of labor.

We are very happy that you could come, and I am sure that every delegate here has benefited immensely by your very fine address.

We wish you long years of service on the Railroad Retirement Board. By virtue of your long experience in the field of labor you are highly competent to do a good job in that area, and everybody here agrees with your philosophy that the trade union is one of the great agencies that mankind has invented, as a result of necessity, in order to meet the problems and conditions that confront the working class of our country and the workers of the Western world . . . and I particularly emphasize the workers of the Western world, because the workers of the Western world have built what is known as the free, democratic trade union movement . . . and, by free, democratic trade union movement, we mean a movement which is free, collectively to bargain with the employers, without coercion, interference or intimidation, either by the employer or the state.

Our labor movement is not an organ of the state. It is free. It is democratic. This is not true of the labor movements behind the Iron Curtain. The labor movement of Russia is an organ of the state - of the Soviet Union. The same thing is true of the labor movement in Poland, Bulgaria, Hungary, China, Albania.

Wherever you have a monolithic society, wherever you have totalitarian economic and social order, there the workers are not free. They are under the supervision and domination of the state, because individual liberty does not exist, and you cannot have a free, democratic, open society where individual liberty does not exist.

And, so, Brother Lyon, we are very happy that you could come and give us this very fine address and, if I may, if you will permit me to pin this badge . . . this is the badge of the Brotherhood of Sleeping Car Porters, which puts this badge of honor on a great labor leader. (Applause)

Now, before we adjourn, I want to appoint Brother W. C. Isaacs of Los Angeles, California, to the Resolutions Committee. Brother Webster?

BROTHER M. P. WEBSTER: We are going to have a Board meeting. Immediately on adjournment of this session of the Convention, the Executive Board will meet in the Green Room for about twenty minutes. The Resolutions Committee will meet at two o'clock, and we have a large number of resolutions, some of them pretty hot, so I would urge every member to be there at two o'clock.

PRESIDENT RANDOLPH: Do you want to make an announcement , Brother McNeal?

BROTHER T. D. McNEAL: The Train Porters' Committee will have to meet, either between sessions of the Resolutions Committee or after the Resolutions Committee has finished its work, but will plan to meet sometime tomorrow.

PRESIDENT RANDOLPH: Any other announcements to be made?

BROTHER C. L. DELLUMS: I will announce tomorrow morning the hour when the Committee on Grievances and Claims will meet.

BROTHER B. F. McLAURIN: The Committee on Organization and Education will assemble for a short time about five o'clock this afternoon. I don't know the exact room, but it will be one of the Salons. Brother Blanchette will let me know.

BROTHER W. H. BOWE: The Auditing Committee will not meet until we get through the Resolutions Committee. We hope to get through today, but we will not meet until the Resolutions Committee completes its work.

PRESIDENT RANDOLPH: We would like to present to our Convention, for brief comment, Brother Robert E. Flahertty, of the AFL-CIO Community Services Committee.

MR. ROBERT E. FLAHERTY: President Randolph, Secretary Totten, Officers, Delegates and Guests of this Convention:

I intend to be very brief, although I am very pleased to have had this kind invitation to appear and say a few words.

As you probably know, Brother Randolph is a member of the National Community Services Committee and has served with distinction on that committee. I have had the privilege of attending most of the sessions of the Committee in various cities of the United States and Brother Randolph, I believe, has never missed one meeting of any Committee meeting.

The Community Services Committee represents a phase of activity within the trade union movement which encourages our membership to take an active part in community affairs. It is nothing new. In the very inception of the labor union movement the early officials realized that in order to prosper . . . the labor movement to prosper . . . they should take an active interest and part in community affairs, and the founding fathers of the American trade union movement, led by Samuel Gompers, encouraged our members to take an active part in community affairs.

I have seen evidence of this in every city I have visited in the United States and Canada. We have, today, thousands of people from the trade union movement who are active in their communities, serving on various boards and committees, which of course brings to these organizations the voice of labor.

As you know, for too long a period of time community leaders have been sought from the ranks of business, industry, professional and religious groups. The trade union movement has wonderful potential leadership, if given a chance to participate.

It is my responsibility to develop this program in six states of the Midwest. We have other men who do a similar type of work covering the United States in its entirety, and in the Dominion of Canada we are making progress I am happy to say, but, of course, it is a program that requires time, patience and perseverance.

I wish you the best of everything . . . I hope you have a most successful Convention, and I hope some time to have an opportunity to come back again and to go into more detail of the aspects of our program. Thank you very much. (Applause)

PRESIDENT RANDOLPH: Thank you very much, Brother Flaherty. I want to say that the Community Services Committee is one of the most constructive agencies in the AFL-CIO, especially where unions are involved in strikes. This agency here knows more about the structure of a community, the available resources of a community, that may be utilized by an individual and by an organization, than any other agency I know.

Brother Joe Bierne is Chairman of the Committee and Brother Leo Perlis is Director, and we are very glad to have Brother Flaherty with us, and when I see my good friend, Joe, I will tell him you made a splendid talk.

Now, I want to present Dr. Kenneth Watson, of the Religion and Labor Council of America. This is one of the organizations which is committed to the cooperation of the Church with labor and, as a matter of fact, the Church and labor have had pretty largely a common heritage.

In other words, we have come out of pressure and persecution and our mission is for the poor, the working people - and that was the mission of Jesus Christ. Jesus Christ said: "I have compassion upon the poor." He was talking to the multitude in the wilderness, to his Disciples. They had been there and had had nothing to eat. He said: "They have been with me three days and have had nothing to eat; I will not have them return to their houses fasting; they may fall by the wayside, because many come from afar."

This was the basic concern of the Christian teaching and Jesus Christ's concern was about the poor, the brokenhearted, the sick, the afflicted, the dispossessed. Jesus Christ himself was a worker, a carpenter; St. Paul was a tentmaker; St. Peter was a fisherman. And so, the tradition of labor and struggle is the tradition of our movement - it is the tradition of Christianity.

I take great pleasure in presenting to you the Rev. Dr. Kenneth Watson for a brief talk.

REV. DR. KENNETH WATSON: President Randolph, Members of the Board, Delegates to this Convention:

I now that it is getting close to the Noon hour, so I will not take very long.

I am an electrician by trade. I belong to the International Brotherhood of Electrical Workers, and have belonged to that union for twenty-five years and, being such, I am a man who knows about shop work, shift work, and all the other types of work to which we may be subjected. I have attended a million conventions, and I know that after a while the motto becomes "LSMFT" . . . "Let's stand - my fanny's tired!"

Just this one word - the Church and labor should be much closer together but, unfortunately, they are not. Religion has not played its rightful role in attempting to give philosophy and soul to the organized labor movement.

I am sorry to say that, but it is true, and even though Jesus Christ was a carpenter and St. Paul was a tentmaker and St. Paul was a fisherman, even so there has not been a strong attachment of religion and labor - not the strong attachment that there should be across the years. Religion is aware of that now and is trying to get in touch with the organized labor movement, because religion is aware of what happened in Western Europe where not many people attend church on Sunday morning, because during the Industrial Revolution the working man was forgotten and the Church - in England especially - stood for the status quo.

As a result, the working man has walked away from the Church and has not returned as yet. We do not want to see that happen in America, not only for the sake of the Church but for the sake of humanity, for I think we all want to live in an area where there is a church.

I am from Los Angeles and a survey there, not long ago, discovered that eighty-five percent of the Protestant leadership in the Los Angeles area were not conversant with organized labor - not acquainted with the working man who forms organized labor.

This is most unfortunate because these men should understand you and where you are trying to go and the great humanitarian cause of the organized labor movement, because they should stand together, and religion must stand with you people. But, unfortunately, in many instances, it does not. Take the Los Angeles area and the industrial revolution going on out there, and give a thought that eighty-five percent of Protestant clergymen are unaware of what is going on and believe mainly what they read in the newspapers - you boys are in for a bad time, as far as they are concerned.

So, the Religion and Labor Council moves into the church areas, moves into the seminaries and Brother Randolph has participated in our seminary movement; speaking to the religious leaders, attempting to get them into dialogue and into communication. We are not asking them to agree with organized labor - just listen to us, hear what we have to say, so that there can be communication and progress for everyone concerned.

Thank you very much. I hope you have a very successful convention. (Applause)

PRESIDENT RANDOLPH: Thank you, Dr. Watson, for that very splendid talk, and I may say that our Brotherhood has been interested in the Religion and Labor Foundation for a long, long time, and we want this communication and dialogue between Labor and the Church to grow and develop, and I think and hope that it will.

There being no further business before the Convention, we now stand adjourned until tomorrow morning at 9:30 AM.

WEDNESDAY MORNING SESSION

September 12, 1962

The Wednesday morning session of the Convention was convened at 9:45 AM, with President Randolph presiding as Chairman.

PRESIDENT RANDOLPH: Will the Convention please come to order. We will have the Invocation by Brother Dellums.

BROTHER C. L. DELLUMS: Our Father, we bow our heads in humble submission and we ask for thy divine guidance to hover over our deliberations today. May it redound to thine honor and glory. Bless us, individually and collectively. We ask it in the name of the Father, Son and Holy Ghost. Amen.

PRESIDENT RANDOLPH: I want to designate Brother T. D. McNeal, International Vice-President, Brother L. B. Thompson of Los Angeles, and Brother J. M. Sealy of Montreal to escort Brother Claude Jodoin, President of the Canadian Labour Congress, here into the session.

Now, will the Credentials Committee make any additional report at this time?

BROTHER JAMES A. MARTIN: Yes. Brother Shackelford will make the report.

BROTHER L.J. SHACKELFORD: Brother President, International Officers, Delegates and Friends:

The members of the Credentials Committee take pleasure in submitting to you its final report, as follows:

The allocation of delegates and votes to local divisions has been made in accordance with the provisions of Article III of the Constitution, which states:

> "The International Organization shall consist of the International President, International Secretary-Treasurer, four (4) International Vice-Presidents and the International Executive Board and delegates in proportional representation from each local division upon the basis of one delegate for the first one hundred financial members or fraction thereof, and one delegate for each additional one hundred financial members or fraction thereof, numbering over 25.
>
> "Voting representation of the Local Divisions shall be on the basis of one vote for each twenty-five (25) financial members, with a minimum of one vote for each such Local Division. Porters discharged for union activities are eligible to a voice and vote and have the right to hold any elected office.
>
> "International Officers shall be exempt from the payment of membership dues and assessments."

MIDWEST ZONE, PULLMAN

Chicago

Delegate Homer Alexander
" L. R. Baptiste
" H. H. Bluff
" U. C. Crowder
" W. L. Hickey
" O. W. Jackson
" Samuel Jefferson
" L. L. McDonald
" C. H. Scott
" L. J. Shackelford, Jr.
" F. W. Smith
" Rex Stewart
" G. R. Tillman

13 delegates - 53 votes.

Denver

Delegate H. Doyle

1 delegate - 3 votes.

Kansas City

Delegate Rufus Norman
R. W. Willis (Alternate)

1 delegate - 4 votes.

Twin Cities (Minneapolis-St. Paul)

Delegate B. L. Morris

1 delegate - 4 votes.

Omaha

Delegate Taylor Murrell

1 delegate - 1 vote.

MIDWEST ZONE, TRAIN PORTERS

Union Pacific

Delegate James Woods

1 delegate - 4 votes

Santa Fe

Delegate C. L. Brown
" J. D. Taylor

2 delegates - 6 votes

MIDWEST ZONE, DINING CAR EMPLOYES

Burlington (C.B.& Q.)

Delegate C. N. Beatie

1 delegate - 4 votes.

EASTERN ZONE, PULLMAN

Atlanta

Delegate Thomas W. Culpepper

1 delegate - 2 votes.

Asheville

Delegate L. S. Thomas

1 delegate - 1 vote.

Augusta

No delegate - 1 vote

Baltimore

Delegate Theartis Mitchell
F. J. Powell, Alternate

1 delegate - 1 vote

Buffalo

Delegate John H. Coston
Robert Vaughn, Alternate

1 delegate - 1 vote

Jacksonville

Delegate Samuel Harper

1 delegate - 4 votes

Jersey City

Delegate W. S. Fant
C. A. Johnson, Alternate

1 delegate - 2 votes

New York

Delegate W. L. Anderson
" J. W. Bedingfield
" William H. Bowe
" H. Glenn
" J. McCants
" B. F. McLaurin
" S. H. Moseley
" H. A. Rock
" E. S. Wise

9 delegates - 19 votes

Philadelphia

Delegate L. D. Robinson
R. Simpson, Alternate

1 delegate - 1 vote

Washington

Delegate George A. Slade

1 delegate - 4 votes

Tampa

Delegate Matthew Gregory
H. N. Reddick, Alternate

1 delegate - 1 vote

Richmond

Delegate M. D. Stone

1 delegate - 1 vote

EASTERN ZONE, TRAIN PORTERS

Baltimore & Ohio

Delegate T. Mitchell

1 delegate - 2 votes

Atlantic Coast Line

Delegate James Lewis

1 delegate - 3 votes

Chesapeake & Ohio

Delegate A. L. Payne

1 delegate - 2 votes

Pennsylvania

Delegate L. H. Greene, Jr.

1 delegate - 3 votes

New York Central

No delegate - 2 votes

SOUTHWEST ZONE, PULLMAN

Dallas

Delegate D. Turner
J. Taylor, Alternate

1 delegate - 3 votes

Fort Worth

Delegate W. L. Thomas
E. Jones, Alternate

1 delegate - 2 votes

Houston

Delegate C. A. Robinson

1 delegate - 1 vote

Memphis

No delegate - no vote

New Orleans

Delegate C. M. Lester
" J. P. Davis

2 delegates - 6 votes

San Antonio

No delegate - 1 vote

St. Louis

Delegate Frank J. Hurt
" J. A. Means
Fred Rowell, Alternate
O. W. Page, Alternate

2 delegates - 7 votes

SOUTHWEST ZONE, TRAIN PORTERS

Illinois Central

Delegate T. McLaurin

1 delegate - 3 votes

Intl. Great Northern

Delegate Tony Rogers
T. D. McNeal, Proxy

1 delegate - 1 vote

Missouri Pacific

Delegate V. L. Johnson

1 delegate - 3 votes

Texas & New Orleans

Delegate Clyde Lewis

1 delegate - 2 votes

Kansas City Southern

Delegate Frank D. Tilley

1 delegate - 2 votes

Wabash

Delegate H. L. Williams

1 delegate - 2 votes

SOUTHWEST ZONE, DINING CAR EMPLOYES

Fort Worth & Denver

Delegate James A. King

1 delegate - 2 votes

DETROIT ZONE, PULLMAN

Cleveland

Delegate H. D. Hopkins

1 delegate - 2 votes

Cincinnati

No delegate - 2 votes

Detroit

Delegate Bennie Smith
S. J. Whitaker, Alternate

1 delegate - 2 votes

Indianapolis

Delegate William Alexander

1 delegate - 1 vote

Louisville

Delegate C. H. Hendricks

1 delegate - 1 vote

Pittsburgh

Delegate Frank Pogue

1 delegate - 2 votes

Montreal, Canadian Pacific Railway

Delegate J. M. Sealy
A. W. Wade, Alternate

1 delegate - 6 votes

Toronto, Canadian Pacific Railway

Delegate J. W. Jackson
Robert Willis, Alternate

1 delegate - 5 votes

Winnipeg

Delegate J. W. Simmons

1 delegate - 3 votes

Vancouver

Delegate E. Lawrence

1 delegate - 4 votes

Montreal, Pullman

Delegate Earl Lawrence

1 delegate - 1 vote

Toronto, Pullman

Bennie Smith, Proxy

1 delegate - 1 vote

PACIFIC COAST ZONE, PULLMAN

Los Angeles

Delegate L. B. Thompson
" W. T. Nickelberry

2 delegates - 4 votes

Oakland

Delegate Claude Crenshaw

1 delegate - 5 votes

Portland

Delegate J. D. Leftridge

1 delegate - 2 votes

Seattle

No delegate - 1 vote

Salt Lake City

No delegate - 1 vote

PACIFIC COAST ZONE, TRAIN PORTERS

Southern Pacific, Los Angeles

Delegate Smith E. Walton
L. B. Thompson, Proxy

1 delegate - 2 votes

Southern Pacific, Oakland

Delegate O. B. West

1 delegate - 3 votes

Southern Pacific, El Paso

No delegate - 1 vote

Western Pacific, Oakland

No delegate - 1 vote

SUMMARY

Midwest Zone:	22 delegates - 79 votes
Eastern Zone:	24 delegates - 52 votes
Southwest Zone:	14 delegates - 33 votes
Detroit Zone:	10 delegates - 29 votes
Pacific Coast Zone	6 delegates - 20 votes
TOTAL	76 delegates - 213 votes

Respectfully submitted,

James A. Martin, Chicago, Chairman
L. J. Shackelford, Jr., Chicago, Secretary
R. W. Willis, Kansas City
E. S. Wise, New York
G. R. Tillman, Chicago

CREDENTIALS COMMITTEE SECRETARY
L. J. SHACKELFORD: Mr. Chairman, I move adoption of the Credentials Committee report.

BROTHER C. L. DELLUMS: For the benefit of our records, I would suggest that the Committee be instructed to get in touch with Zone Supervisors and clear up the records because there are too many names read who are not here, and I think the record should be more accurate than that, and the Committee should get in touch with the Zone Supervisors and clear that up.

PRESIDENT RANDOLPH: The Chair will instruct the Committee to do that.

It has been regularly moved and seconded that the final report of the Credentials Committee be adopted. Are there any remarks? Hearing none, all in favor please make it known by saying aye; those opposed say no. The ayes have it and it is so ordered.

Brother delegates, we are fortunate and honored this morning to have with us one of the labor statesmen in the Western world and, particularly, Canada.

In these troubled times it is fitting and proper and necessary that not only labor, but the public as a whole, listen to the pronouncements and discussions of problems affecting every phase of our public life by the leaders of labor. These are times in which policies are undergoing vital and revolutionary changes.

As a matter of fact, whole continents are in a state of flux - even Europe, where we have had civilization probably for a thousand years, and in Asia where civilization is older, and in Africa where the tribal peoples are coming into statehood - and we have got to keep abreast with the rapidly changing features of the times if we are going to be able to chart our future and to properly evaluate where we are at the present.

Now, we have with us Brother Claude Jodoin, who is the President of the Canadian Labour Congress, one of the great national labor centers of the Western Hemisphere. Brother Jodoin visits the AFL-CIO conventions and the Executive Council sessions from time to time and the American Federation of Labor and Congress of Industrial Organizations representatives come over here to visit with the Canadian Labour Congress and they, in turn, go to the British Trade Union Congress and participate in the International Confederation of Free Trade Unions. And, so, labor is playing an important role in shaping the policies of the world.

At the same time, labor has a long way to go. Labor's own policies are not yet fully and definitively set, and labor is not participating in areas of public life to the extent that it should be.

At this time we are being challenged by various problems, such as, for instance, whether wages should be increased at this time; whether there should be a movement to reduce hours of work, because we have various forces that say to increase wages or reduce hours of work will make for inflation, and that if we have inflation prices will rise, and if prices rise our country will become less competitive in the world markets. Consequently, the imbalance of trade, as far as we are concerned, will be against us. These are problems that we have got to face, and here we have the problem of automation that labor has got to grapple with.

Thus, we are fortunate today in having one of the able men in the labor movement, and not only a person of ability but a person of dedication, because it is not enough to have ability, we need also dedication. This is the type of leadership that labor needs today more than any other single thing.

And so, Brother Jodoin, President of the Canadian Labour Congress, it is indeed a pleasure and an honor to have you with us on this occasion so that we may have the benefit of an address from you to our Convention.

PRESIDENT CLAUDE JODOIN: (President Jodoin opened his address in the French language, bidding the Brotherhood's Convention welcome to the Dominion of Canada and the City of Montreal.)

President Randolph, Members of the Executive Board, Delegates and Friends:

Knowing that everybody has understood me up to now, I will try now to express myself in one of the two official languages of this great country of mine. First of all, may I extend to you and to your colleagues a most cordial welcome, with the expression of our appreciation that you have chosen Canada and, may I say in passing, Montreal (my hometown) as the site for your convention. We are always happy when a fraternal organization such as yours, a Brotherhood such as yours, deems it advisable to hold your convention in Canada - I am not going to repeat "Montreal" because I might be accused of being biased. May I say that we are very happy to see you all, and trust that your convention is successful.

May I say a few words about Arthur Blanchette. Arthur made a grand contribution - like his colleagues here in Canada - in the activities of the Canadian Labour Congress.

And, by the way, may I congratulate you brothers, because I understand you had a little celebration last night, and I don't see too many spider webs in your eyes. I don't know what time your session was supposed to convene but it seemed to me that you were all prompt in being on time in attendance. If I am wrong, please do not punish them by any type of suspension, Brother Randolph.

Arthur is a member of our Human Rights Standing Committee, with a number of other colleagues, and I do not have to tell you, President Randolph, that one of the main principles on which, or, by which the Canadian Labour Congress does exist, is the respect of all races, colors and creeds. In other words, anyone who was born has a right to live, including poor little me, whatever his ancestry might be; whether my own ancestors came to North America over three hundred years ago, or whether it be one who has become a new Canadian yesterday. . . this country here is his, this land is his land and he has a right to live in it; he has a right to express, democratically, what his opinions and aspirations may be.

And, of course, the Canadian Labor movement takes, and justly so, a lot of credit as far as these principles and policies are concerned. We believe in it and will continue practicing it. I presume that you have no problems, you delegates from the United States of America, I presume that everything is rosy.

You know, when the Wagner Act was established in the United States, nobody wanted to import this beautiful Act here in Canada, but when the Taft-Hartley legislation was enacted and, more recently, the Landrum-Griffin deal, it is fantastic - we had quite a number of importers all of a sudden showing their ugly faces, as far as Canada is concerned! As a matter of fact, they tried to compete with that type of reactionary legislation, if I may use the word, tried to improve on it and make it worse.

We have, in some of our provinces, very reactionary legislation, expecially in the Province of Newfoundland and in the Province of British Columbia where, in one instance, the local provincial government, which is comparable to a state government in the United States, decides that they will not recognize or certify a certain union or a number of unions.

In another instance, I cannot advise you not to go, cannot inform you that this barber shop, for instance, is non-union, because I am liable to be thrown in jail if I do so. I cannot give you that type of information. So we have our little problems too!

I understand that in certain of your states you have had some battles in the past. When you fought the so-called right-to-work legislation - the greatest misnomer I have ever heard - you should call it the right to scab, or the right to break unions if at all possible. It is unbelievable that a governmental institution, in a so-called free, democratic form of government, would use all kinds of gimmicks and tricks to circumvent the principle of democracy.

But, using as an example, and rightly so, the pioneers of our labor movement, they had the courage and perseverance of their convictions, so that today we can meet in the ballroom of a hotel such as this whereas in the old days they had to hide in caves because they were ostracized; they were called all kinds of names, except "gentleman" or "brother", of course - and they were called revolutionaries because they were advancing in those days legislation such as old age pensions, workmen's compensation, legal holidays, family allowances, unemployment insurance (which is comparable to your Social Security) for instance. And the Lord knows how much we have needed in recent years, in this country of ours, unemployment insurance.

If, in the United States of America, your population would be around 185,000,000, in Canada it is 18,500,000 (there is a zero that disappeared there, somewhere!) and in comparison, insofar as our economic situation is concerned in the unemployment field, it is about the same percentage variant. If you have millions in the unemployed, we have them in the hundreds of thousands, but comparable percentage-wise.

We saw the pioneers were criticized at that time for bringing about, or trying to bring about, the type of legislation that is so direly needed today and which, as a matter of fact, is now so well accepted that it is considered as very normal.

Oh, yes, Brother President, we need improvement of the actual legislation. We believe that old age pensions are not adequate to the cost of living, for instance, and we believe that improvements are needed in the existing legislation.

But we believe that there is new legislation also that should be enacted, such as a national, comprehensive Health Plan. The most important thing for a human being is his health. It is so much so that generally when we greet our brothers, the second word we say is: "How's your health?" or "How do you feel?" So, thus it is important. We believe also in the enactment of a national portable pension plan.

And there are forces, I am sure, in the United States - I heard about your Medicare; I hear a few Congressmen, and certainly a few Senators, cast their ballot in the wrong direction. So you have those, too; we have a couple also, I assure you. But it is so important!

If you look back at the record, as far as the enacted legislation I spoke about a while ago - old age pensions, unemployment insurance, and so on - the reactionary forces in those days were as rabid against it as those forces today, in your country and mine, who oppose improvements in our social legislation. Some of them are wishful thinkers also. There is a lady in the room, otherwise I might have made a slip of the tongue and say there are some wishful stinkers in this country of mine who hope that the movement, the organized labor movement, will weaken itself to the extent that it will eventually disappear. Well, they are really wishful thinkers, because the democratic, free trade union movement was born in Canada a number of years back and it is going to survive to represent the workers of Canada as in the past. It has passed through hard situations; the great majority of you are, perhaps, too young, but maybe a number still remember the days of the Depression. And, of course, we believe in Canada that if it is possible to mobilize our economy for the purpose (and rightly so) of winning a war to save our democratic way of life, we also believe that we can mobilize our economy in Canada in peace time to fight unemployment and gain full employment.

And thus, Brother President, we have in Canada committees, sub-committees and many other institutions, and we have one called the Productivity Council. Yesterday, on behalf of the Canadian Labour Congress and myself, I sent a letter to the Acting Prime Minister, the Honorable Mr. Donald Fleming, Minister of Justice, and attached to it a letter to the Prime Minister, who as you know, is in London town at the moment trying to settle the Commonwealth, the Outer Seven, the Inner Six, Common Market, and a couple of other situations. In the letter I said the following:

> "As you are aware, the Canadian Labour Congress has, since the inception of the National Productivity Council, been deeply concerned with some of its aspects. It might be useful, in order to make our decision perfectly clear, to review the circumstances which led to the establishment of the Council and some of the developments which have taken place since.
>
> "In October, 1960, you, Mr. Prime Minister, convened a National Conference on Unemployment, and the appointment of the National Productivity Council emerged from that conference on October 28, 1960. I wrote to you then outlining the views of our Congress with regard to the Council. At that time I said the proposed Council, though it may be useful, certainly does not make a major contribution towards solving the problem of unemployment.

"One of the main reasons then for our present unemployment is, indeed, advances in productivity, for despite our ability to make use of the extra workers they make available, to speed up productivity in the absence of effective measures to absorb displaced workers only aggravate the problem.

"I also expressed in that letter of 1960 our most earnest desire for the establishment of an Advisory Council on Economic Matters. Such a Council would be representative of various sections of our society, including Provincial and Municipal governments and Agriculture. Since that time we have on a number of occasions expressed to you and to your colleagues and their advisers our desire to see such a Council established. We have tried on each of these occasions to emphasize, as I would now repeat, that we in no respect question the authority of your Government to determine its policies.

"We do, however, maintain that group representatives of various sections of our society have a right to place their views before your Government in an orderly manner and that the views of such groups should be sought.

"We believe that recent economic developments, which have a very sharp impact on the economy and welfare of the Canadian people, make such solicitation more important today than ever before.

"In essence, we are expressing a desire to cooperate with your Government jointly with other groups. We are convinced that it is essential to the well-being of our nation that such cooperation exist among Governments at all levels, labor, management, agriculture and other groups.

"For such cooperation to be effective it would be necessary for such a Council be conscious of, and representatives of these organized groups able to present the views of, and report back to, their organizations in the same way that Government representatives on the National Productivity Council now do.

"This is, however, not the situation with regard to the members of the National Productivity Council, who have been appointed by you on a personal basis. This is said with all respect, I assure you. It is up to the individuals concerned whether we think the same consideration has been given by your Government in recent days to the matter of labor representation on the Council but, according to our understanding of these changes, gained through a communication from the Hon. George Hees, Minister of Trade and Commerce, they fail to deal with or meet our most basic objections to the structure and function of the National Productivity Council. We are most deeply concerned about our country's economic prosperity . . .

I am reading this to you because, in a nutshell, it is the position of the organized labor movement in Canada to face the economic problems we have now.

"We are confronted with vital changes in international trade at a time when within our borders sweeping changes are taking place in industry. Many thousands of workers are without jobs and others face the possibility of unemployment - young people emerging from schools are entering a labor force which is replete with uncertainty.

"Under these circumstances we are now convinced more than ever that a means should be provided for the type of cooperation I have outlined above . . .

And then I say that when I accepted the nomination to the National Productivity Board in February, 1961, I said then publicly that it was with some reservation . . .

". . . and subject to the approval of my colleagues on the elected Executive Council of our organization.

"Since that time we have repeatedly reviewed our position in the hope that the National Productivity Council might meet the needs which we consider so urgent. We have now reached a firm conclusion that not only has the National Productivity Council failed to meet these needs, but its very existence in its present form is a serious handicap to the establishment of effective cooperation in regard to the solution of our economic problems.

"You will recall that the preamble to the Act for the establishment of the Council refers to the need for providing expanding opportunities for increased employment and trade and raising national standards of living. These are objectives which we share wholeheartedly. We are of the firm opinion, however, that increasing productivity, although important, is by no means the sole answer. In fact, as we stated nearly two years ago, w e think an increase in productivity may lead to additional unemployment.

"Within the past few weeks the National Productivity Council in Canada sponsored a mission to Europe to study labor-management relationship. Some representatives of our organization participated. We have learned from them that where Production Councils exist they are supplementary to cooperation between labor and management. This is a position we support. We believe a Subcommittee on Productivity might be very useful, but there is an Advisory Economic Council concerned with much broader matters.

"We recognize that cooperation between labor, management and government is essential in the interest of all the Canadian people. We are ready and anxious to participate in such a cooperative effort, wherever found. Because of the unduly limited scope of the Council's activities is a bar to such cooperative effort, therefore please accept my resignation."

Now, you have in a nutshell what our differences are, generally speaking. Cooperation is not a one-way street. The cause of our economic situation in Canada is a tri-way street. Government, employers - yes! But, certainly labor must be consulted, and it cannot be successful without mutual agreement and, I think, Brother President, that mutual agreement can be attained providing there is pre-consultation for that type of mutual understanding.

When you hear a rumor that something is being brought up, you give suggestions; nothing is taken; there are consultations. I am jealous - I think we should be consulted, too, because as far as our democratic way of life is concerned, the establishment and the maintenance of free trade unions is the sole guarantee of permanent democracy insofar as Canada is concerned.

And, if you start throwing brcikbats at free trade unionists - and I underline "free" - of course, I know there are some so-called unionists in the world who are not free, who work under a dictatorship - maybe an extreme Nazi-Fascist Right, or Communist Left.

You know, Brother Randolph, that as Vice President of the American Federation of Labor and Congress of Industrial Organizations - and a good one - this Canadian Labor Congress is trying to cooperate with a national labor center such as yours in North America because our aims and aspirations are the same, and we will not be satisfied until free trade unions are established in every country of the world through the medium of the International Confederation of Free Trade Unions, to which your national labor center and my national labor center are so proud to be members. We are looking forward to that democratic way of life.

We live in the twentieth century. I remember when I was a kid it was called the Century of Progress. As a matter of fact, in the beautiful City of Chicago, in the State of Illinois, right in front of Lake Michigan, they had a World's Fair called the Century of Progress, and since then we have already gone through two World Wars to maintain our democratic, free way of life.

We have great scientific inventions. I am for that, providing it is for peaceful purposes. I hope that no scientist will push the wrong button at the wrong time.

I hear of some people going to the moon. Brother Randolph, I have not that ambition. I think we have enough problems in this world without the problems of Martians and "moonatics" on top of them!

I have nothing to criticize science about; sometimes I worry about it, because some day when I board a plane . . . excuse me, I generally travel by train, but some times I have to use a plane ---- and, anyway, those boys are also unionized . . . I'll get to the place where I am going before I leave the place where I am.

We are for scientists; we are for progress; we may kid scientists once in a while, but we are grateful for all the inventions they have contributed, provided they serve for peaceful purposes.

Thus, it is essential that your Brotherhood of Sleeping Car Porters, which the Canadian Labour Congress is very proud to have as an affiliated organization in cooperation with our other affiliated organizations in Canada, continue forward as they have done in the past to continue to solve in a democratic fashion the numerous problems we still have to resolve.

In conclusion, Brother President, may I first thank you for your patience in listening to me, for the wonderful way you received my long speech in French - which was made to show you that here in Canada we want the cooperation of all races, colors and creeds, and through the medium of the recognition of these two official languages it certainly helps. Every morning I ask the Lord, if I am going to make any errors today, make them tiny ones. Nobody is perfect; we are trying to aim at perfection in this world. It is good to aim at it, but I don't think of necessity we might reach it - there is another world waiting for us to have that type of perfection, but at least we should have the aspiration to be as close as possible.

Respect others as we wish to be respected ourselves. We can differ, can have different opinions on how to gain our aims some times. A tragedy of our democratic way of life is that we have the same aspirations - freedom, liberty, and so on - but often have different ways to go at it and to try to reach it, but consultation within the national labor center of the United States, first of all within the Brotherhood, secondly in the national labor centers of the United States and Canada, will help to unite your forces under principles and policies for which trade unions have always stood.

To you, Brother Randolph, as Vice President of the AFL-CIO, I would ask you to extend to President Meany, the next time you see him, fraternal greetings.

And to you of this Brotherhood, I wish you Godspeed and the best of luck in your future endeavors.

PRESIDENT RANDOLPH: Thank you, Brother Claude Jodoin, President of the Canadian Labour Congress. Give our brother a hand! (Applause)

We have another distinguished visitor this morning whom I will introduce in just a few minutes, but first I want to express the gratitude of our convention for the very stirring, able, informative and challenging thoughts we have just listened to from Brother Claude Jodoin, President of the Canadian Labour Congress.

As a matter of fact, Brother Jodoin took this occasion to make a very basic, significant, policy labor statement of the problems of Canada, in particular, and the problems of labor all over the world. I am sure that every delegate here has been greatly edified and inspired by that very fine and eloquent address that Brother Jodoin has just made to us.

I want to assure Brother Jodoin that our organization here in Canada will certainly always cooperate with the Canadian Labour Congress in carrying forward the constructive program that he is developing and promoting.

I am very glad, too, that he emphasized the significance and importance of the free, democratic trade union movement all over the world. This is the movement in which men who work are free and, of course, not only are we concerned about the free, democratic trade union movement to keep the workers free, but the free, democratic trade union movement is necessary to keep a society free and open, and, so, the labor movement, which is dedicated to democracy, is the great promise of mankind.

And, we want Brother Jodoin to know that we are greatly appreciative of his presence and of his very fine, constructive address, and I want - if you will stand, Brother Jodoin - I want to pin on you the Brotherhood's badge.

(Brother Jodoin stands and President Randolph pins badge on his lapel, to applause of delegates.)

Now, as I have said, we have a distinguished leader of labor - one of the statesmen in the Western world in the field of organized labor, of the free, democratic, trade union movement, and who comes from the United States of America.

He is the Secretary-Treasurer of the American Federation of Labor and Congress of Industrial Organizations. As a matter of fact, he is the third Secretary-Treasurer of that great organization in the history of that organization. In other words, the labor movement, whenever it gets a good representative, it clings to him!

And, so, we are fortunate today to have not only the Secretary-Treasurer of the American Federation of Labor and Congress of Industrial Organizations, but the Chairman of the Civil Rights Committee of the AFL-CIO, who was made Chairman at the last convention in Miami Beach last December.

And I can say that he is working at it, and he is conscientiously putting his mind to doing the job with a view to achieving the objective of that Committee, of the objective of the AFL-CIO - namely, elimination of race bias in the various trade unions that are affiliated with the AFL-CIO. And, of course, we know that in the Western world racial bias is a part of the culture; it is difficult to find any institution which is free from racial bias - not only the trade unions, but business organizations, industrial organizations, even the Church. And, consequently, it is gratifying to find leaders of labor who are directing their concern and their interest in the elimination of racial bias - all kinds of bias - religious bigotry, nationality bias, and so on.

As Brother Jodoin very well said, any child who is born has the right to live! And, consequently, no form of bias should stand in the way of an individual securing the means of life.

Jesus Christ said: "Come unto me, all ye that labor and are heavy laden, and I will give thee rest."

This was the most revolutionary statement which had been made, before the coming of Christ, all through the ancient world. The ancient world was a slave world, and when Jesus Christ made that statement it was revolutionary, because the working man amounted to nothing. Only the military leaders, only the governmental leaders, and only the priestcraft had any force in society. But we have that revolutionary pronouncement from a great revolutionary leader, and so the labor movement of today is trying to carry on the Judaic-Christian tradition, which emphasizes the sacredness and the dignity of the human personality.

That is what the labor movement emphasizes - not only getting more wages, not only reducing hours of work, not only improving working conditions, but the dignity, the sacredness of the personality of every human being.

This is what we are struggling for and, so, it is a great honor, and we are fortunate in having with us my good friend and good worker, Bill Schnitzler, Secretary-Treasurer of the American Federation of Labor and Congress of Industrial Organizations.

SECRETARY-TREASURER WILLIAM SCHNITZLER: Thank you, President Randolph, for your most courteous introduction.

I am in a sort of a spot here this morning. Number one, I have to follow President Jodoin, and he outweighs me by a hundred pounds and, so, has an unfair advantage over me, to start with. Number two, Brother Phil Randolph, who is a member of the Executive Council - he is one of my bosses there and will be watching me pretty closely! Number three, Vice-President Milton Webster is a member of the Civil Rights Committee of the American Federation of Labor and Congress of Industrial Organizations who will also be watching me pretty closely!

So, I am in a very difficult position this morning, but I might say that on arriving in Montreal last night I was told that the Brotherhood of Sleeping Car Porters were having their convention here, and although I was here to speak to the convention of the International Brotherhood of Electrical Workers, the moment I got off the platform I took a cab and came over here and knocked on the door. I said I was going to crash this convention! I cannot help but feel that the place for labor men is in labor gatherings. I don't care where they are or under what conditions they are held - as long as they are labor meetings, I belong there. I've been thrown out of some, too; some have accepted me better. And, I just feel that as we treat our labor movement - just that way - and as we conduct ourselves on a daily basis, that way there cannot be anything but success for us in our future.

All my life I have been fighting discrimination of one kind or another. President Meany asked me at the convention - he said we would like to have a volunteer; we would like to have you serve as Chairman of the Civil Rights Committee; that is voluntary, but you better do it!

That is the kind of "voluntarism" I am carrying on in discharging the responsibilities of that job. "Voluntarism" is a nice word; it is part of the structure of our society. We are spending countless millions of dollars in pressing human effort to make possible "voluntarism" in freedom for workers all over the world, but all of a sudden you come to the end of "voluntarism" when you run into resistance.

I think that a substantial part of the American Community has had one hundred years to prove that voluntarism would work in the elimination of discrimination and, if I read history properly, the only thing that has happened is that it has gotten worse. So, that is where voluntarism and I part company.

I am fully aware of the structure of the AFL-CIO. There is no question but that every affiliate has the same kind of autonomy you have within the structure of that organization, but I know, too, that you leave things to be done by people who don't want to do it . . . they can find a million reasons why it should not be done, instead of one reason why it should be done. I have made it very clear to the leaders of our affiliates that in carrying the responsibilities of this position, I find myself mandated with a resolution adopted unanimously at the last convention. There was no opposition to that resolution on the convention floor, and I can not and will not tolerate any opposition to it since the convention has adjourned. In this way of life of ours, if there were to be opposition, the opposition would be stated at the convention, because everybody had the opportunity to say what he wanted to do, what he did not want to do, what he was opposed to.

Silence has to be recognized as concurrence in those principles - and that I have insisted on! It is a big job, yes! However, it is the kind of a job that offers a human challenge, that can bring satisfaction - not in a monetary way, but in a personal, heartfelt satisfaction, so that when you put your head on your pillow at night you find that you have done something good somewhere, helping some human being.

I agree with the statement of President Jodoin but I have a different way of expressing myself. I cannot help but say that any child born anywhere in this world is born clean of mind and clean of heart, and when he grows up in life if there are acts of discrimination or feelings of discrimination develop within that mind, then it is an artificial injection by someone else. It was not there in the first place.

And our problem, as I see it, is because those that are bigoted, discriminatory and opposed to all kinds of people, whether because of color, religion, labor, or anything else, they are that way because that injection has been implanted and, not knowing otherwise, they follow those lines. Our job is to turn that the other way around.

I have been in the labor movement long enough - when Government, Congress and everybody else was against us, was against labor - that was discrimination. I have been in the labor movement long enough to take the platform to defend Jews of America and I opposed the development of the Zionist movement because I was fearful - knowing what the non-Jewish community was thinking - that if the State of Israel were created, there would be a widespread propaganda campaign - now they have their own State, send them there!

I know of the discrimination that the Italians suffered; that the Poles suffered. I know that they were cast in certain jobs - an Italian had to be a barber or a street cleaner. The Germans had to be bakers or brewers; the Irish had to be policemen. We had a caste system that was not dictated by law, by national policy, but by practice of the people of the country. I have gone through all that, and seen all that eliminated and, if I say there is pleasure in that, I want you to know that there is pleasure and happiness; there is an opportunity of accomplishment in that kind of life I have lived - to bring about the elimination of discrimination.

I happened to follow President Meany on the President's Committee. At a meeting some differences developed within the Committee as to whether we have a mandated approach or a voluntary approach. I would like to have every kind of approach that is possible, if it can show some progress, not stop progress.

This is where the idea of Plans for Progress can do some good. There was some fear, and possibly justified, that it was being used to eliminate the pressure of government against accomplishing that which the initial committee mandate set it up to do and that this was a gimmick to stall the big job with which the Committee is confronted.

I think, as we reaffirmed the position of the policy of the Committee, that we again put it on its initial track and we are now working on the second phase of it - bringing the affiliates to the AFL-CIO into that kind of operation. At the last meeting of the Executive Council it was decided to urge all affiliates to reach an agreement with the President's Committee. A letter has gone out from President Meany to all affiliates explaining the action of the Executive Council. Vice-President Johnson has now sent out a rough draft, and we look forward to a public signing of that document by affiliates, in which President Kennedy will participate.

A substantial part of my plan for the elimination of discrimination within our trade union movement is to bring this operation into line. The second thing I am interested in is that every international union select a top executive officer with whom we will be in contact when there is a complaint filed with our department or committee.

I find out, running around the country, that there are over sixty thousand locals of unions. They don't know me as a person, I don't know them, but I do know that somebody from the executive office of their international union knows a lot about them and I want to have a place to go in the international union when I get a complaint, so that the union can start functioning.

I have already talked to each of the Departments of the AFL-CIO, so whatever pressure is brought to bear will be used in the same line and to the same effect. The next step will take me to our state labor councils because I want them to get busy, and then I am going to the larger of the city central bodies and have a contact man there so that the central body can get to its own affiliates. All I am trying to do is to get as many people as I can to jump on the man who refuses to comply with the policy of the AFL-CIO.

I suppose somewhere up and down the line we are going to find somebody that will resist - brothers, believe me, they will be there! I do not expect that there will be too many, because I am satisfied that we can bring enough pressure to bear, so that the most hard core individual will finally break down or be eliminated.

Now, I have something else to talk about discrimination. I have been raising the devil about this because I have been extremely dissatisfied about the way we have been treated as a labor movement.

I could not help but feel that membership in the labor movement marked you as some group entirely separate from the rest of the people of America. I know that a substantial part of that comes from the feeling of the last Administration that was extremely Big Business in character. I remember running around in 1960 talking about this, and pointing out that the Government had somewhere near three million people in their employ and not one trade unionist was on even a minor policy-making position.

I could not help but feel that this labor movement, having the quality of leadership that it has, which has given the image of a common, single, national organization, did not have properly qualified men to serve our Government - they were not selected because of discrimination. I do not think there is a training ground for training those who would serve our Government that is better than the trade union movement because our labor unions represent human beings and Government is nothing more than a mother hen watching over her chicks, and if Government needs men with human understanding, with human feeling, someone who knows how to take care of human feelings, of human beings, they have to take men who were trained in the trade union movement.

Now when I talk about some of this discrimination, I talk about the double standards. I was travelling to a convention in the latter part of 1960, and I recall reading a Washington newspaper where I saw a piece about a fellow named F. Byers Miller, who made a speech before the Ohio State Bankers Association, and the title of the speech was: "Let's Put Out the Fire." I wondered what bankers had to do with fires. The usual bank is a big, heavy stone building - I didn't see how they could burn. I asked the staff for a copy of that speech on my return to Washington and I read that speech. I learned something none of you know, and it is going to bring me to this point about double standards.

This Miller talked of an FBI report in which it was pointed out that there were 1,771 instances - one thousand, seven hundred and seventy-one instances - of stealing, fraud and embezzlements in the banks of America that year! And, he was so happy about the speech that he went to the Arkansas Bankers Association and made the same speech there.

You know, we have a Senator from Arkansas. He likes to investigate; if one trade unionist does something, he gets his committee going full speed. But something like this, he hasn't heard of, or at least he hasn't done anything about it. But the interesting part of this was that the FBI probed these things a little bit and started off by stating that 42.6 percent of these instances of theft and embezzlement were chargeable to tellers and clerks - clerical help. I thought, and I know what you're thinking now, unorganized as banks are, low paid as they are, the poor devils probably had to steal in order to meet their family obligations.

But, as I went on further, I found that 30 percent were chargeable to managers of banks, stealing from the banks they were hired to manage! And then they pointed out, 12.8 percent were cashiers. As I grew up, I learned that the cashier was the major domo in the operation of the bank and is in practical charge of the day-to-day operations of the bank, but 12.8 percent is the proportion of cashiers guilty of stealing embezzling and defrauding the banks that employed them.

But here comes the shocker - 8.6 percent were presidents! And, when I apply that 8.6 percent against the 1,771 instances reported by the Federal Bureau of Investigation, it means that in the year 1960, 152 presidents of banks stole from the banks of which they were presidents. And, when I apply this percentage figure to the trade union movement, it would mean that every year eleven and one-half, by percentage, of the international presidents would go to jail for stealing from the unions if we were the same kind of characters they have in the banking institutions of America.

Well, I have another figure here - six percent were vice-presidents. Well, I thought that was a pretty low figure, a pretty low number, but, knowing vice presidents, they are usually at the bottom of the totem pole - they probably couldn't reach the cash.

The bankers were very likely disturbed. I read speeches they were making at their conventions telling the banks to clean up, otherwise there was the possibility of governmental legislation. And they told me I was doing an unfair, unjust service to the banks of America because of the things I was saying - the actual facts.

Unfortunately, the newspapers and radio and television do not have the same interest in what is going on in the banks as they do in what is going on in the trade union movement.

They insist it is going to be all right. Let me tell you something about this cleanup; a real job they have made, a real improvement, because in 1961 it was 26 percent worse than in 1960!

Here, I have the magazine of the National Association of Bank Audit, Control and Operators of America, their own June, 1962 issue. They point out the losses; $10,100,000 in 1960 and $12,900,000 in 1961. That's where the 26 percent increase comes from.

This thing, I kind of like and I better read it: "Last year (1961) 427 bankers were convicted of violations of the Federal Reserve Act . . . Who of you knew anything about that? One trade unionist goes to jail and it is headline news, nation-wide; 427 bankers went to jail. And then they say: " . . . and approximately 300 officers or employees are awaiting trial or are sought by law enforcement officers . . ."

In other words, they took the boodle and skipped, and the FBI has not caught them yet. But here, in their own publication - it is available to members, the same as to me, 427 bankers went to jail, and 300 they are looking for. That is a total of 727 in the year 1961 , and they are talking about improving!

That is the reason I am complaining; that when you judge a trade unionist, judge him with the same eyes and judge him with the same examination that you judge anybody else in the American community. I am not going to make any excuses for a trade unionist that breaks the faith and trust placed in him by his organization - I have no time for that, and I am not going to use this miserable record of banking institutions to justify continuing in office a trade unionist who has broken faith.

But I do say, apply the same standards of examination to the trade unionist, to the banking community, to the business community, to every community within America, because we are all entitled to be judged by the same standards.

Let me show you the other side of the coin. While all of this was going on, a committee of secretary-treasurers was meeting with the Surety Association of America, which is an association of fidelity bonding companies. We pointed out to them, based on information we had from our secretary-treasurers, that there was not one single valid claim for reimbursement,, under the faithful discharge features of the Landrum-Griffin Act, and that no company paid one single claim while, at the same time, they were collecting exorbitant premiums for this coverage. They cut the premium cost in half.

When you examine the cost of fidelity bond coverage for international unions you w ill find that we have the cheapest fidelity bond premium in America, and no banking institution can get it as cheap because they can not match the record of our trade unions.

There are just short of thirteen thousand banks in America - there are over sixty thousand local unions and if our record was as bad, by comparison, our figures would run five times higher than the figures I gave you for the banks because we are five times higher in individual operations.

It was the trade union movement, when disclosures were coming out of Washington, that went to Congress and said: "We want a Disclosure Bill; we believe there must be responsibility in the handling of monies of members." We were for this. While they added a whole lot more, the fact remains that we, as a national institution, asked for this. I challenge the banking fraternity to approach their crisis in the same manner we did to guard the fidelity matters in their institutions.

Well, we get down to our own little problem. Everything we talk about in the trade union movement sooner or later ends up in discrimination of one kind or another. I just cannot be satisfied until we eliminate from our own ranks, in a total way, all discrimination, and I have set some conventions on their heads because I maintained that when a member discriminates against another, because of color, it is an unfair labor practice and we must, in order to justify our existence, eliminate our own unfair labor practice within our own ranks.

We have to eliminate the artificial injection that has been put into their minds by someone else and return them to the position that the Almighty Creator brought them on this earth, and when we have that cleanliness of thinking, dedication and heart, then discrimination will be eliminated in its entirety and we will be one brother to another, not only in a fraternal expression but in our everyday living habits.

Godspeed to you in your convention, and good luck to you. (Applause)

PRESIDENT RANDOLPH: Thank you, Brother Schnitzler. On behalf of the Convention I want to express our deep appreciation for your presence and for that magnificent, interesting and informative address you delivered to this convention.

We were indeed happy to get your forthright statement on the matter of racial discrimination, inasmuch as you occupy the important place of Chairman of the Civil Rights Committee.

Brother Webster and myself talked over the matter of who was going to be the Chairman, and we decided that if George Meany could get Bill Schnitzler to accept that Bill Schnitzler would be the best person to take over the chairmanship of the Civil Rights Committee. I have known Bill a long time, have had close association with him, and I know that his heart is right and that whatever he puts his hand to and works at with his very penetrating mind, he will be able to get results and get something done. And he is working at it.

I think that the great complaint that representatives of the Brotherhood of Sleeping Car Porters have made about the matter of racial discrimination in the AFL-CIO is that we did not feel that the job was being worked at constantly enough and faithfully enough. We know that you cannot do things overnight, but we feel that this was a big and important question because it divides the labor movement and weakens the labor movement.

Therefore, the fight to abolish racial bias was not only a fight on behalf of the minority workers as such, but also on behalf of labor.

We are also interested in the statistics that Bill gave us today about the integrity of the bankers - a very significant statement. He brought out facts, and so on, that indicate that labor is not the one who should be the scapegoat.

We have the National Association of Manufacturers and the United States Chambers of Commerce, and other groups such as the Committee for the Establishment of the Right to Work law - these agencies do what is known as "scapegoating," finding someone to put the blame on for certain misbehaviors and things of that sort. Of course, they always selected labor, because labor does not have access to the press as does some of the other segments of our community. Now, as a matter of fact, the AFL-CIO, even before the McClellan Committee started its investigation, had taken action against racketeers and corruption in the unions and, so, the McClellan Committee did not initiate the movement against corruption and racketeering in the labor movement - the labor movement did it itself.

And so we have had the good fortune to have one of the distinguished leaders of labor in the United States to talk to us today. Bill Schnitzler is second-in-command of the most powerful labor movement in the world and, consequently, speaks with authority, and we are very happy that he came to our convention.

Bill is a person with a lack of formality - he is quite informal , as you can note. He is easy to talk to and willing to sit down and chat about a problem with anybody and that is the sort of person that we are indeed happy to know is on the Civil Rights Committee, and I am confident that the work he is doing on the Civil Rights Committee with the other members - Brother Webster is one of the members - I am confident that the work will bear fruit.

And now, Bill, if you will come forward, I want to honor you with a Brotherhood of Sleeping Car Porters badge of the Fourth Triennial Convention and Thirty-seventh Anniversary of our organization, and we are happy to pin this badge on a great labor statesman. (Applause)

There being no further business before this Session, we declare this . . . oh yes, Brother Dellums, Chairman of the Grievances and Claims Committee, will make an announcement.

BROTHER C. L. DELLUMS: Brother Chairman, we are beginning to get down to the point where time is becoming important. I would like to suggest that when we adjourn in a few minutes that all of the committees be instructed to make every effort to complete their work today, so that when we meet tomorrow morning we can go right into reports.

Now, Brother Webster is not in the room at the present time, so I cannot say at what time his committee will meet but I am going to take a chance on setting a meeting time for the Committee on Grievances and Claims. I believe that the Committee on Resolutions can complete its work within an hour; therefore, I am setting the time for the meeting of the Committee on Grievances and Claims as three o'clock, here in this room, because we will need the major space we can get.

PRESIDENT RANDOLPH: All members of the Committee on Grievances and Claims should assemble here at three o'clock. And now, Eastern Zone Supervisor B. F. McLaurin, Chairman of the Committee on Organization and Education.

BROTHER B. F. McLAURIN: Mr. Chairman, the Committee on Organization and Education will meet immediately at the close of this meeting in this room.

INTL. VICE PRESIDENT WEBSTER: The Resolutions Committee will meet in the Green Room at one-fifteen, and if we get the rest of the resolutions that are pending I hope we will be able to finish up today.

PRESIDENT RANDOLPH: Will the Committee on Auditing, Brother William H. Bowe, Chairman . . .

BROTHER W. H. BOWE: The Committee, consisting of Brother C. M. Lester, New Orleans; Brother Samuel Jefferson, Chicago; Brother W. L. Anderson, New York, and Brother George McNair, Richmond, will meet in the lobby outside of the Green Room at four o'clock; after the Resolutions Committee is through we will use that room - if not, we will find a room to work in.

BROTHER A. R. BLANCHETTE: The Committee on Scientific Service, Safety and Efficiency will meet tomorrow in Salon A at the Noon adjournment, after you have had lunch - suppose we meet at one-thirty in Salon A, tomorrow, all members of that Committee.

Now, I regret to have to inform you that the "One Minute Lunch" Cafe up here at the corner has not cooperated with us in the brochure for our Ball, and in view of certain statements that were made we want to ask you to boycott that restaurant at the corner.

If you will just take a nice morning walk for your breakfast, or lunch, and saunter up to Ste.Catherine Street, before you get there I think you will find a very fine sign - "Welcome, Sleeping Car Porters" - and I think it would be a fine thing if you would particularly go there. They have a big sign, Welcome, Electrical Workers, and another, Welcome, Sleeping Car Porters.

We have several fine restaurants on Ste.Catherine Street. Those of you who are partial to corned beef and cabbage - Dinty Moore's, that's their specialty, and they have a variety of good eats. Every block has fine restaurants, but we particularly urge you to try Dinty Moore's.

The Committee on the Ball has urged me to urge you to buy your tickets early. They don't want to see any delegate have to pay $2.00 at the door - they prefer that you pay only $1.50. You can do that and ensure that fifty-cent saving by contacting any member of the Convention Committee, either male or female, for your tickets.

BROTHER T. D. McNEAL: I would like to announce that the Committee on Train and Chair Car Porters will meet at three o'clock . . . Brother Webster suggests that I change this to four o'clock, in order to give the Resolutions Committee a chance to finish its work . . . Salon C, four o'clock.

PRESIDENT RANDOLPH: In closing, I wish to make this observation. Our guests this morning indicate the stature of the Brotherhood of Sleeping Car Porters. There is no international union in the AFL-CIO that can boast of having a higher stature; they may have more members, more money, but none has a higher stature than this Brotherhood of Sleeping Car Porters.

I did not invite Bill Schnitzler to come here this morning. He is the Secretary-Treasurer of the AFL-CIO, second-in-command of that great organization, and he found out that our convention was being held . . . no doubt, saw it in the papers this morning . . . and he came and delivered a talk as though he had been requested to come and make a special address. . . which is indicative of the position our movement, our Brotherhood, holds in the labor movement, not only here in Canada and in the United States but throughout the world, and when you hear people slandering the organization - and, of course, we know that that exists - when we hear them maligning the organization . . . why, tell them just what has transpired in this convention.

I daresay that there are very few international unions that Bill Schnitzler would come voluntarily to a convention, even if he were in the city where the convention was being held, unless they had asked him to come.

But he is very close to Brother Webster and myself, because we have kept the heat under the leaders of the AFL-CIO.

And, as a matter of fact, he made a policy statement here today on racial bias in the labor movement.

And Brother Jodoin made a policy statement with respect to the economic-political conditions in Canada this morning.

So, they took this occasion to give those statements before this convention of the Brotherhood of Sleeping Car Porters, and I just wanted to make those observations.

We will now adjourn, to reassemble at ten o'clock tomorrow morning.

THURSDAY MORNING SESSION

September 13, 1962

The Thursday morning session of the Convention was convened at 10:00 A.M., with President Randolph presiding as Chairman.

PRESIDENT RANDOLPH: The first order of business will be the Invocation, by the Rev. J. P. Davis, of New Orleans.

REV. J. P. DAVIS: Let us pray! Our Father in Heaven, father of our Lord and Savior, Jesus Christ, the author and foundation of our faith, the giver of every true and perfect gift, our Father, we thank thee for this privilege and glorious opportunity of again assembling ourselves together in this room.

And, again, we thank thee for thy manifold blessings, and for the blessings that thou still have in store for our people. Thank thee for our rest last night; thank thee for the rested mind and body as a result of sound sleep.

Thank thee for this, our organization; thank thee for these, our officials; we pray for thy blessing upon our leader this morning, who has, through thy kindness, led us for these thirty-seven years. Give, we pray, if you can, give him new strength that he may lead us to higher heights in the future.

Give thy blessing on the brothers this morning. We pray that thou will guide us in all our deliberations; that whatever we may do may be in the advancement of our great organization. We ask all in Jesus' name. Amen.

PRESIDENT RANDOLPH: The first order of business will be the report of the Auditing Committee - Chairman W. H. Bowe, of New York City.

BROTHER W. H. BOWE: Mr. Chairman, officers and delegates to the Fourth Triennial Convention and Thirty-seventh Anniversary:

Your Committee has checked and examined carefully all records and materials pertaining to the financial report rendered by our International Secretary-Treasurer, Brother Ashley L. Totten, to the convention now in session. The report is listed in six headings, covering the period August 1, 1959 and ending July 31, 1962.

Exhibit 1 - Statement of assets and liabilities as of July 31, 1962.

Exhibit 2 - Receipts and disbursements from August 1, 1959 to July 31, 1962.

Schedule 1 - Savings Banks' accounts as of July 31, 1962.

Schedule 2 - Loans receivable as of July 31, 1962.

Schedule 3 - Income from Locals from August 1, 1959 to July 31, 1962.

Schedule 4 - Travel, per diem, and organizing expenses.

The records examined by your Committee substantiate fully the report of International Secretary-Treasurer Totten, as presented to this convention.

The Committee commends International Secretary-Treasurer Totten for his capable management of the responsibilities of his office. Your Committee further takes the occasion to commend Accountant and Auditor Mrs. E. G. Ford for her splendid work in the checking of the Organization's account.

Respectfully submitted:

W. H. Bowe, New York, Chairman
C. M. Lester, New Orleans
Samuel Jefferson, Chicago
W. L. Anderson, New York
George McNair, Richmond
W. L. Hickey, Chicago

Mr. Chairman, the Committee recommends adoption of this report.

PRESIDENT RANDOLPH: It has been regularly moved and seconded, by Brother Samuel Jefferson, that the report of the Auditing Committee be adopted. Are there any remarks? Hearing none, all in favor of the adoption of the report, make it known by saying "aye"; those opposed say "no." The "ayes" have it and so it is ordered.

Fellow delegates, we are highly honored and fortunate in having representatives of our Ladies Auxiliary with us this morning. The Sisters have finished their work and, as is our custom, we have them presented to the convention of the Brotherhood of Sleeping Car Porters for a few remarks, and I am glad to call on the Chairman of the National Provisional Advisory Council of the Ladies Auxiliary to the Brotherhood of Sleeping Car Porters - Sister Grace Rembert, who is also President of the Ladies Auxiliary of New York City, to say a few words to you at this time.

SISTER GRACE REMBERT: Mr. Randolph, International Officers, Members of the Brotherhood, and Friends:

It is a pleasure, as well as a privilege, to bring you greetings from the Ladies Auxiliary to the Brotherhood from the United States and Canada. We are happy that you selected Montreal as the place to hold your convention. We have enjoyed every minute of being here - I think it was an inspiration to visit foreign soil.

Mrs. Braxton, the President of the Ladies Auxiliary here, has made every effort in making us welcome; we have felt so welcome here that a great many of us would not like to leave, and they say: "Make youself at home!" Well, some of us may not be as welcome at home as we are here. At least, we feel the welcome; we can enjoy ourselves without the drudgery we go through 365 days a year.

We have looked forward to this occasion and we are very happy and, as Mr. Randolph has said, we have finished our work . . . but, women's work is never done, and if we have finished ours, we are going to help you start yours.

We have a slogan that the women are taking home with them, to start the improvement and to multiply the numbers in the auxiliaries; we are asking that for every Brotherhood man there will be a representative in the Ladies Auxiliary; so we are going to be checking with you - if you have one hundred men, we expect one hundred ladies in our Auxiliary. The excuse that you are not married will not go with us - you have sisters, nieces, daughters, mothers, or someone that can represent you in the Ladies Auxiliary. You must have someone that you have your insurance made out to . . . well, that is the proper person to put in the Ladies Auxiliary to represent you.

We are very happy to be working with you, and we know some of the background. A great many did not join until the shops were closed and you could not go out unless you were a member. Some of us wanted to be so drastic they were saying a member of the Ladies Auxiliary should be forced to join, just like the men. But ours in optional - you can join if you want to and, if not, you don't have to. But we feel that the advantages that have been given to us through you; that if we care a great deal about our own progress as well as yours, we will join and try to help carry this banner you have been raising for all these years.

We are doubly grateful to you; you have provided for us pensions when the shadows begin to lengthen - more than the salaries that you used to work for! It took a great deal of thinking and a great deal of work in order to bring these advantages about. We are proud of you, we are happy to work with you, and we are happy to be your wives - to go along with you through life, through struggle, and to the end of our lives. Thank you. (Applause)

PRESIDENT RANDOLPH: Thank you, Sister Rembert. And now, I want to present Sister Minnie Lee, President of the Chicago Division Ladies Auxiliary.

SISTER MINNIE LEE: Brother Randolph, International Officers, and Members:

We are really thrilled to be in your meeting today, and we have been greatly uplifted in seeing your members and in seeing the members that we have in our meeting. We are justly proud of the Brotherhood of Sleeping Car Porters, and we are very glad to be a part of you.

There is a little story, or something, I think it is in the Bible . . . you know, we put a lot of things in the Bible that is not really in it . . ., that says that at one time the disciples of Christ, some of them thought that they were the only ones that were doing things, the things that should be done, and worshiping God, but God revealed to them that there were hundreds more doing the same thing that they knew nothing about. We feel that the Ladies Auxiliary is a little like that today, because we, in our locals, felt that things are going so badly we, possibly, are the only ones that are striving to do something. But when we got here and saw the number of ladies that were here attending our meeting, then it was revealed to us that we were not the only ones, that a number of them were doing the same things, and we were very uplifted.

I think even the attendance of those women has inspired them so that they will go back and do things we really should do and build our locals. We were very proud to know that the men are supposed to really fall in with us now and help us build, and we are really looking forward to our men helping their Division Auxiliary build, and we are going to be right on you if you don't do the things that we feel that you should do.

Brother Webster is going to be worried with me quite a bit in Chicago, because he is going to have to help me build that Auxiliary because we can not do it alone.

We are sure that each man feels now that it is necessary that we have a Ladies Auxiliary and that you really need our assistance. We have always been proud and willing to help, and we still are, and we are going to do everything that we can.

We have enjoyed being here and we are hoping that your next meeting is going to be in as equally as nice a place where we will have as much enjoyment as we have had here. And, anything you want us to do, please let us know . . .we are willing to do that. Thank you. (Applause)

PRESIDENT RANDOLPH: Thank you, Sister Lee. And, now, we are fortunate in having with us the President of the Ladies Auxiliary of Dallas, Texas. It is one of our strongest auxiliarie we have always had a good auxiliary in Dallas. Sister May Taylor is the President and I want to take this opportunity to present her and let her say a word.

SISTER MAY TAYLOR: Brother Randolph, Officers, Delegates and Friends:

I must say that it is, indeed, an honor to be here in this meeting. The women's meeting has been one of the best I have ever attended . . . and I have attended most of the international meetings.

I must say that to be with the men in the meeting today - I don't think I could have left the convention without having looked in upon you, and we are soliciting your support in getting some members into the Ladies Auxiliary I have never understood why a man should consider himself a Brotherhood man and his wife would be out of the Auxiliary . . . I have never understood that! I don't think a home can be a Union home unless the wife joins hands with her husband in carrying on this work. I hope that each of us will go home more determined . . . and, I am sure that you have influence over your wives, and we want you to use this influence to the best advantage in getting them into the Ladies Auxiliary. Thank you. (Applause)

PRESIDENT RANDOLPH: Thank you, Sister Taylor. I am sure that all of the delegates and officers here are proud of our Sisters and the Ladies Auxiliary, and are going to put their hands to the wheel to help the Sisters build a strong organization upon which we will be able to reestablish the International Ladies Auxiliary. All of them are determined to do that - the Sisters are greatly determined that that is going to be done.

They are now affiliated with the AFL-CIO Auxiliary, but they are affiliated as local auxiliaries, and when we reestablish the Ladies Auxiliary they will be affiliated with the AFL-CIO Auxiliary as an international auxiliary. They are determined that that shall be done and they are going forward to work to that end.

I want to thank you for coming, Sisters Rembert, Lee and Taylor, and we wish you Godspeed.

We will now have the report from the Committee on Grievances and Claims - Chairman, C. L. Dellums.

BROTHER C. L. DELLUMS: Brother Chairman and fellow delegates: The Committee on Grievances and Claims is now prepared to give you its report.

Brother L. B. Thompson of Los Angeles, who was elected Secretary of the Committee, will read our report. Our report is short, but before Brother Thompson reads our report I want to say a few words about the Committee and its purpose.

The purpose of the Committee on Grievances and Claims is, of course, first, to handle any matter that is referred to it by the Convention. There were no resolutions to be referred to the Committee this year. Secondly, the purpose of the Committee is to give the brothers information - try and make certain that all of us understand the interpretation and application of the rules of the Agreement . . . but, not to rewrite them; not to change any interpretation. We cannot change any of the rules in the Agreement, but we are aware of the fact that the convention meets shortly after elections and oftentimes new officers have been elected, sometimes for the first time, and often men have been elected to office who have not had any experience in policing the Agreement before.

Therefore, we feel that such a Committee would serve a good purpose to help those brothers. This Committee is not a place, of course, to iron out grievances, to file complaints - nothing like that! It is largely for the purpose of information to make sure that all of us interpret the rules of our Agreement the same way, and see that they are enforced in the various divisions in the same way. We have learned from experience that oftentimes we ran into situations where our rules were not being applied by Management the same way in all of the divisions and, of course, by finding out, those matters were corrected.

So, I just wanted to give a few observations so that we would make certain that everybody understood the purpose of the Committee and what it could do and could not do. In the final analysis, the Committee can only report back to the Convention and make its recommendations.

As I recall it, there were two recommendations that came out of this Committee. They are now ready to be presented to you, and at this time Brother L. B. Thompson of Los Angeles will read our complete report to you. Thank you very much.

BROTHER L. B . THOMPSON: Mr. Chairman, Officers and Delegates and Members of the Brotherhood of Sleeping Car Porters:

Your Committee on Grievances and Claims begs leave to submit the following report:

The Grievances and Claims Committee met on Wednesday afternoon in the Salon Dore at 3:00 P.M., under the leadership of Chairman C. L. Dellums of Oakland, California. Attendance was one hundred percent - fifty members were present.

Chairman Dellums read and explained the Instructions to Grievance Committees, which were first adopted by the Convention in 1944. There was general debate and discussion engaged in by the members on the various issues that affected the various locals throughout the United States and Canada.

The meeting was lively and spirited and very informative, and it was the opinion of the Committee that the time was indeed well spent.

Two recommendations were consigned to the Convention, after the proper action had been taken. They were as follows:

From the C.P.R. - It was brought before the Committee that whenever investigations are held by the C.P.R. involving an accused Porter, the local grievance representative is not permitted to participate in the investigation, but can only sit in as an observer.

The Committee recommends that the matter be referred to the International President,and his Assistant responsible for the policing of the C.P. R. contract, with instructions that this matter be corrected at the earliest possible date.

The recommendation was properly moved, seconded and carried.

On the second recommendation, a motion was made by Brother Leroy Shackelford, Jr., and seconded by Brother J. A. Means, that:

Copies of the Grievances instructions be prepared and sent to all local Grievance Committees by the Zone Supervisors as soon as possible after the adjournment of this convention.

It was moved, seconded and carried after brief observations by International Vice-President M. P. Webster and remarks by Chairman C. L. Dellums, and then the Committee adjourned.

C. L. Dellums, Oakland, Chairman
L. B. Thompson, Los Angeles, Secretary

Mr. Chairman, I move the adoption of this report.

BROTHER J. A. MEANS: I second the motion.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the report of the Committee on Grievances and Claims be adopted. Are there any remarks? This is the time to make any comments, brothers, that you would like to make.

Let me say this in connection with the Grievances and Claims Committee. Grievances and claims naturally originate in the local area where the man works, and the Local Division has the responsibility of handling the grievance or claim.

First, all of the evidence bearing upon a grievance or a claim must be gathered by the man who is involved and brought to the Local, because on the basis of the evidence gathered in the Local the decision will be made. Now, of course we have appeals machinery, but you do not produce any new evidence when the case comes up on appeal. Therefore, a grievance or claim is generally lost or won in the point of original jurisdiction, and when it is lost, it is very largely due to the fact that inadequate evidence or poorly-put evidence has been organized and marshalled and presented in the case.

We have the responsibility of making out our own statement on the matter, and the brother ought to come to his local organization and get help in making out his statement because once he has put in his statement his case is going to rise or fall on a basis of that statement and, of course, in addition to the evidence that he may be able to get.

Now, I have read statements by some of the brothers and they were incredibly poor. As a matter of fact, the man indicted himself - convicted himself! He will outline what he is accused of, and so forth, and then he will say, "I didn't do this" or "I didn't do that", but at the bottom of the statement he will say: "If you let me off this time, I'll never do it again." Now, you would be surprised to know how many statements of that sort are made throughout the country by brothers who are in the Organization.

So, the local divisions have the responsibility of handling these grievances and claims and if the evidence is not adequate, is not sufficient, they ought to get help from the Zone Supervisor - but the Zone Supervisor can only deal with what you give him, the evidence you bring, and the claim or the grievance is going to rise or fall on the basis of that evidence.

And, so, I hope that our local divisions will concern themselves about helping the brothers involved in building their cases so that they will have every bit of evidence possible, because many a time - and I don't say this to encourage it - a man may be wrong but it may be possible for him to so mobilize his evidence as to overcome the charge against him. That has been done many, many times, not only in cases involving Porters and workers in industry, but also in civil courts; the same thing is true in criminal courts . . . evidence is absolutely indispensable, and I hope that our brothers will see to it that they get the proper evidence.

If you are on a car and something happens, get the name of somebody on that car who will be able to write a letter for you or say something on your behalf. Now that is evidence, and you will be able, by virtue of that fact, to perhaps prevail if you are charged with being drunk or something of that sort, and I hope that a charge like that will never be able to be sustained because Rule G is a pretty hard rule to overcome. But no one can charge you with being drunk and maintain the charge, because one man may be drunk if he takes a drink of beer - another man may drink a fifth and not be drunk. So they usually charge you with having the odor of alcoholic beverages on your breath. Therefore, you want to be careful of that!

I understand that there have been cases where it was not possible to smell anything on the man's breath, but whatever he had taken had an effect on his body and, consequently, he could not move properly . . . he could not walk around properly. He had taken something that had killed the odor but he had not killed the effect on himself.

This matter of grievances and claims is a very basic question; it is at the foundation of every trade union. We have to fight to exonerate our brothers when they are involved in charges; we have to fight vigorously and hard and constantly, but we want to get the truth from the brother and I understand that it is a little difficult to get the truth from some of the brothers with respect to various cases.

I know I had occasion to talk to one brother about a case and I said: "Now, we are going to fight to see to it that you get justice in this matter," and he said, "Well, Brother Randolph, I don't know about justice - I just want to get out of it!"

So, brothers, I hope that each and every one of us will become more deeply concerned about doing something ourselves, on our own behalf, in getting the material and putting it into the hands of the officials.

I believe that the grievance machinery of the Brotherhood of Sleeping Car Porters is as good as the grievance machinery of any railroad union in the United States or Canada - there is no doubt about that! Brother Webster wins more cases before the National Railroad Adjustment Board for the Brotherhood of Sleeping Car Porters than any representative of any other railroad union. And our Zone Supervisors, they are competent, they are dedicated, they are able men. And our local divisions - we have had local divisions for thirty-seven years, and they are working at this thing. We have got some very splendid and able local division presidents that handle grievances very competently . . . take Brother Harper from Jacksonville . . Brother Culpepper from Atlanta! We have good, competent presidents of local divisions all over the United States and Canada, and if you do not understand how a thing is done, then get in touch with your Zone Supervisor and I am certain that the case will be handled properly and effectively, because there is nothing that a Porter can get into, there is nothing that an Attendant can get into, which the Brotherhood of Sleeping Car Porters cannot handle if it is "handleable", if there is any evidence whatsoever.

So, brothers, I want to urge and impress upon you the importance of you getting evidence and of also telling your man who is going to represent you, tell him the truth (even if you want the truth doctored a bit) . . . tell it to your Zone Supervisor, just as you would to a lawyer. When you have a lawyer, he is representing you - tell your lawyer the truth! If you have a doctor, you ought to tell him where the pain is.

And the same thing is true in this case . . . Brother Webster and the Zone Supervisors, they are the doctors in this question of handling grievances, and they know what it is all about. They know the law, they know how it is to be administered.

And, so, thank you very much, and if no one else wants to comment on this question we will move on to the next committee report.

BROTHER FRANK POGUE: Mr. Chairman, I wonder would it be possible that any stress . . . any emphasis, I might say, be put on a Local Chairman to the effect that he should (and I know these are the rules) before presenting a statement to the Management for cases or claims, be sure that the International Supervisor get a copy of the statement before the Management?

PRESIDENT RANDOLPH: I think that is very important. I am glad you raised that because there are many times the Zone Supervisor knows nothing about the case until it is all over, and then it is brought to him; and, as a matter of fact, he ought to have the original material in order that he might be able to observe it, study it, analyze and examine it, and then advise the Local President, the Local Grievance Committee. I think that is a very important point that Brother Pogue has made.

Now, the voting is on the report . . . Brother Robinson?

BROTHER L. D. ROBINSON: Where we have the most trouble in my district, Mr. President, is that the men will allow the Company to make out their statements. I think we should encourage our men not to go to the office to make their statements, because when the Company makes out the statement, they are making it for their own benefit and not for the Porter. I think the various locals and grievance people should instruct their men that they do not have to go to the office to make a statement without the help of their Grievance Committee.

PRESIDENT RANDOLPH: That is a very basic question. If you go to the office and permit the office to make statements for you then you are giving the prosecutor a club to hit you over the head with. This is very important, and that is what the local divisions are for - to help you to make out your statement.

BROTHER WILLIAM H. BOWE: Mr. Chairman and Fellow Delegates: I would like to bring to your attention that many times an individual may have a discussion with one of his supervisors - the Conductor, Service Inspector, or what not - and he will make the statement: "I'm going to take this up with my organization."

As soon as one has made that statement to a supervisor, he immediately gangs up on you by getting evidence. Unfortunately, the Organization never sees that individual until he is asked to make a statement pertaining to the incident, and that is after the Conductor or Supervisor has made a statement to Management and it has been investigated before calling the individual in to question him. When he is called in and questioned he has no evidence but himself, and the reason he did not have any evidence is because although he told his supervisor that he is going to take the matter up with his organization, he did not make an attempt to get one of his fellow-workers, or even a passenger, to assist him, so when the time comes he can get a statement from either one of them.

If you are going to shoot an individual you don't threaten him before you do it, because if you threaten him and tell him, "I'm going to shoot you," maybe he will shoot you before you have a chance to shoot him.

So, we cannot see the reason why individuals will tell a supervisor they are going to do something, to give them an opportunity to gang up on you, and you don't do anything until it is too late.

So, my request to all of you is that if you intend to take up anything with your organization don't advertise it to anyone, but do it! When you do that then you will have the individual in front of you and you won't be in front of the individual. Thank you.

BROTHER ROBERT WILLIS: Two of the delegates have just stated a procedure; we have been very successful in Toronto in following that procedure by taking everything to the Zone Supervisor before, but sometimes there is a small statement presented, but the major statement has gone to the Zone Supervisor before it is usually sent to Management.

But, another situating has arisen and I guess it is happening only in Toronto, as far as I know, but the Management, when they call a Porter up for a complaint they tell him to give them the facts and a statement and, if permitted to do so, he usually does. They they tell him: "You'll probably get some discipline out of this - a few demerits - do you wish a hearing? Then it is signed at the bottom, stating: "I do not require a hearing." Well, of course, when he does that you don't usually hear about this thing until too late.

In trying to educate the men we have told them that this is not the procedure and that they should not do so because they jeopardize every right they have. They are still doing it!

We just had a man the other day . . . in fact, three incidents, one man twice . . . who had gone up and done this thing and was accused of something. He did not have a charge; you have to be accused before they decide whether it is a charge or not, and they charge you according to your statement. Of course, when he wrote his statement he got fifteen demerits marks in each case; the next man got thirty demerits for a minor offense, for which ordinarily he would have gotten maybe five or ten. If he had gotten ten he would probably have had it reduced to five with a proper hearing. With sixty, we are automatically out of service on the Canadian Pacific Railway! They still do not seem to tell you about it until after it has happened.

That is a bad situation, and it is possible that maybe our International Representative or Zone Supervisor may be able to find some way of educating these men not to do this. When it happens, the Brotherhood is criticized and we know nothing of it.

PRESIDENT RANDOLPH: Thank you for your timely remarks, and I want to say, brothers, we have to carry on educational campaigns among the brothers to get them to realize that they must do something themselves to protect their rights, and not permit the Company to force you to sign things you know are against you, and, as a matter of fact, I don't think it would stand up . . . it certainly would not stand up if done under duress.

Do you want to make some comments, Brother Webster?

VICE-PRESIDENT M. P. WEBSTER: I just want to make one comment. I didn't know we had any Porters that didn't have any better sense than to let a Superintendent give him a penalty, knowing that they have this contract, they have this organization with all of these facilities behind them. I regret very much to hear that statement.

In the Pullman contract, fortunately, we have a clause to the effect that whenever a man is called in he has the right to bring in his representative. I have just read the Canadian Pacific Railway contract, Rule 42, which says that a Porter will not be disciplined, suspended or dismissed without his having a fair and impartial investigation. No Superintendent, as I see it, as I read that clause, has any right to discipline a Porter, regardless of the fact that he signs a statement. If he gives that man a penalty without an investigation, he has violated the contract.

The next time it happens, you better file a claim against the Company, and I don't think it will stand up. That's the way to stop it, if the Porter hasn't enough brains.

BROTHER ROBERT WILLIS: When a Porter is called up, you said that he is entitled to a representative?

VICE-PRESIDENT WEBSTER: I said that in the States when a Porter is called in for any purpose, under the Pullman contract, he has the right to bring his duly authorized representative with him. But I do not think you have that in this contract.

BROTHER ROBERT WILLIS: In Toronto, when the Superintendent calls the man up who has been accused of something, we have been told that you can only have your representative at the hearing.

VICE-PRESIDENT WEBSTER: You do have the right to contest the Superintendent's action after it has happened, and I don't see where they can make it stand up . . . the contract says you are to have a hearing before any discipline is assessed.

BROTHER ROBERT WILLIS: Even though a Porter has signed?

VICE-PRESIDENT WEBSTER: It makes no difference!

PRESIDENT RANDOLPH: The vote is on the report. All in favor of the adoption of the report make it known by saying "aye"; contrary say "no." The "ayes" have it, and so it is ordered.

We will now have the report of the International Executive Board of the Brotherhood of Sleeping Car Porters - Milton P. Webster, Chairman, and T. D. McNeal, Secretary.

VICE-PRESIDENT M. P. WEBSTER: Mr. Chairman, the International Executive Board has prepared its report, which is in the hands of the delegates, on activities since the last Convention. Brother McNeal will read the report.

BROTHER T. D. McNEAL: Brother Chairman, Fellow Delegates:

The report of the International Executive Board, Brotherhood of Sleeping Car Porters, to the Fourth Triennial Convention, Montreal, Canada, September 9-14, 1962.

During the interim of the conventions the International Executive Board held five meetings at the headquarters of the Brotherhood in Chicago, Illinois. The Board meetings were attended by all members of the Board with the exception of the late Frank Boyd, who was seriously ill during said period and who died May 2, 1962.

At the various Board meetings mentioned above, the International Executive Board considered and acted upon 115 subjects concerning the Brotherhood of Sleeping Car Porters. A number of those items considered, which were referred to the Board, involved the application of Agreement rules, which rules were either acted upon or referred to the Agreement Committee for future consideration. The Board considered such subjects as preferred runs; time limits in disciplinary rule CPR; continuous time; clarification of fractions of a run; consideration of elapsed time on assignments that pass through time zones; late arrivals; removing of extra porters from assignments; layover for Atlantic Coast Line Attendants in New York; waiving hearings and awarding lines to districts.

AGREEMENT WITH THE NEW YORK CENTRAL RAILROAD

After having secured the right to represent the sleeping car porters on the New York Central Railroad, the Brotherhood of Sleeping Car Porters drew up proposals and submitted to the New York Central Management a complete agreement covering wages and working conditions of this class of people.

The Brotherhood experienced considerable difficulty in obtaining bargaining rights as the duly authorized representative of the New York Central Sleeping Car Porters due to the unusual attempts and activities of Local 370, which is affiliated with the Joint Council of Dining Car Employees and the Hotel and Restaurant Employees International Union. This unusual use of obstructionist tactics which resulted in unnecessary and unusual delays in holding the election, but finally the Organization prevailed and secured the right to represent this group and, subsequently, was successful in negotiating an Agreement for this group of employees, which resulted in a monthly increase of pay of $61.00. This is the largest increase in pay that has ever been negotiated in any collective bargaining among railroad workers in the nation.

THE SENIORITY QUESTION ON THE NEW YORK CENTRAL RAILROAD

Considerable activity and malicious gossip has been carried on for the past several years among some of the New York Central employees, particularly those who came from the Dining Car Employees Organization. Most of this disgruntleness centered around the question of the seniority rule negotiated by the Brotherhood of Sleeping Car Porters for the New York Central sleeping car men. The Brotherhood proposed in its negotiations a seniority rule which would have given each employee seniority conversant with the number of years that he had served in the railroad service, either with the Pullman Company, the New York Central, or other railroad carriers. The New York Central's representative strenuously objected to this proposal and proposed a rule which would place the men on the Seniority Roster in accordance with the age that they had given on their application blanks.

There were several weeks of arguments on this and other points and finally the management agreed to the raise in wages that the Brotherhood contended for, amounting to $61.00 per month. This left the only basic question not agreed upon that of seniority. However, the Company was adamant in its position and at the recommendation of the Mediator from the National Mediation Board on the seniority question, the Brotherhood considered the proposition submitted by the Company.

Brother B. F. McLaurin, Eastern Zone Supervisor, was directed to apply the rule submitted by the management to the group of New York Central men operating out of New York City. Then he was directed to apply the Brotherhood's proposed rule to the same group of men operating out of New York City. It was apparent from the analysis of the information obtained in this instance that there would be neither advantage or disadvantage to the men involved irrespective of which rule was agreed upon. In fact, there would have been changes in the seniority of a number of employees irregardless of which rule was accepted. The only difference was that employees affected under one rule would be different than the employees affected under the other rule.

The main objective of our negotiations had been obtained at the time of the discussion of the seniority rule. Therefore, it was apparent that if we did not agree upon some seniority rule, all our efforts to raise pay would have been wasted and we would have had to start all over again before the National Mediation Board. However, after applying the Company's proposed seniority rule to the men in New York, it developed that no member would suffer by reason thereof, and in view of the fact that the Company had been forced to agree upon a $61.00 per month increase, the seniority rule was accepted.

Because of the great importance of bringing these wages up to the standard rates of sleeping car porters of the nation, the Executive Board went on record as commending the negotiating committee, especially Vice President Webster, for the great victory obtained through its firm and intelligent negotiations.

PENNSYLVANIA DINING CAR EMPLOYEES

International President Randolph outlined the Organization's program that was being carried on in an effort to organize the dining car employees of the Pennsylvania Railroad and the Executive Board approved the program submitted and left it to the judgment of International President Randolph as to the continuance of this program.

PROPOSED UNITY OF INTERNATIONAL RAILWAY EMPLOYEES AND TWO OTHER RAILROAD GROUPS WITH THE BROTHERHOOD OF SLEEPING CAR PORTERS

It was reported to the Board by International President Randolph that a Mr. Whittaker, the president of a group of Negro employees known as the "International" had requested the Brotherhood to take them in as a part of its organization. During the interim of the last convention, several conferences were held between Mr. Whittaker, Brother Randolph, Brother Webster and Brother McLaurin and the group expressed what appeared to be a genuine interest to become a part of this organization, pointing out that they had gotten to the place where they could not service the five or six hundred members they had scattered in a dozen or more states; that they had substandard contracts on most of the roads, and despite their efforts they had never prevailed in a case before the National Railway Adjustment Board. Since these brothers were Negroes working on the railroad, some of whom were Negro Firemen, Train Porters, and other miscellaneous railroad employees, the Brotherhood approached this problem sympathetically and pointed out to Mr. Whittaker that it was favorably inclined toward this merger and would give serious thought to this matter with the view of working out the details. This "International" organization maintained that they had a number of contracts with railroads and thirty thousand dollars cash in the banks, and that if a consolidation was agreed upon they would be willing to turn the thirty thousand dollars over to the Brotherhood.

However, last spring, in fact during the month of May, 1962, another conference was held with Mr. Whittaker and his associates and they appeared to be anxious and willing to hasten the consolidation of their group with the Brotherhood. However, it developed that within sixty days or less, after this conference, this same organization circulated authorization cards among the Illinois Central Train Porters, who are represented by this organization, and have been for some twenty-odd years, with a large degree of success. They were able to secure enough authorization cards to cause a representation election which was held during the month of July, 1962, and resulted in a defeat of the Brotherhood by four (4) votes. In view of the treacherous act of this organization, in attempting to raid the Brotherhood while negotiations for consolidation were pending, International President Randolph decided that they were not worthy of consideration by this organization.

BOND REQUIREMENTS UNDER THE LANDRUM-GRIFFITH BILL

At the recommendation of International President Randolph, all officers of the Organization were directed to see that the bonding requirements of the Landrum-Griffith Bill were met at the lowest possible cost.

LADIES AUXILIARY

The Board approved the suggestion of International President Randolph for the affiliation of the Advisory Committee of the Ladies Auxiliary of the Brotherhood of Sleeping Car Porters with the Ladies Auxiliary of the AFL-CIO.

SIT-DOWN STRIKE MOVEMENT IN THE SOUTH

Brother Clement Smith of Richmond, Virginia briefed the Board on the sit-down efforts of Negroes in his and other communities in the South. The Board endorsed this program and went on record encouraging Brotherhood Locals to participate and contribute to the fight.

THE NEGRO AMERICAN LABOR COUNCIL

The Board endorsed the work of the Negro American Labor Council, but suggested to President Randolph that, in the interest of maintaining the well-being of himself and the Brotherhood, he delegate as much of the detail work as possible to others.

SANTA FE SYSTEM LOCAL

On the recommendation of First International Vice President Webster, the Board went on record as approving the plans of he and International President Randolph to hold conferences in the interest of our educational program with these brother of this Local, particularly during their visit to the Pacific Coast.

CHICAGO, BURLINGTON AND QUINCY DINING CAR EMPLOYEES

The Chicago, Burlington and Quincy Dining Car Employees approached the Brotherhood several years ago in an effort to get them to take them into the Brotherhood's organization. After a considerable number of conferences and discussions with a large section of the Chicago, Burlington and Quincy Dining Car Employees, the Brotherhood agreed to carry out a program for that purpose. A large majority of the Chicago, Burlington and Quincy Dining Car Employees signed cards for the Brotherhood, but as a result of the election the Brotherhood did not prevail and the election was lost to some twenty porters.

Although the campaign was quite expensive, the Brotherhood took the defeat in stride. However, a substantial number of Dining Car Employees, operating on the Chicago, Burlington and Quincy Railroad, was never satisfied with the result and, from time to time, during the next two years came into the Brotherhood suggesting that we move in again. During the period between elections, some two years, the Brotherhood made absolutely no solicitation of Chicago, Burlington and Quincy Dining Car Employees.

But immediately after the two year period stipulated by the National Mediation Board expired, a substantial number of Chicago, Burlington and Quincy Dining Car Employees came to the Organization and solicited the Brotherhood to make another try, pointing out that the conditions that they complained of, despite the previous election, had not been improved and that they felt that the only hope, not only for themselves, but for all Dining Car Employees, was in becoming a part of the Brotherhood of Sleeping Car Porters.

These men were advised by International Vice President Webster that the Brotherhood was reluctant to go into another campaign and incur the responsibility and expense to carry on another election, pointing out that they couldn't just take people into the Organization, but there had to be a genuine desire for people to want to come into an organization in order to get results. However, not only the men who had previously worked with the Brotherhood came to us, but a number of men who had objected to the Brotherhood insisted that they had made an error in defeating the Brotherhood and pleaded with us to take up the situation again.

Authorization cards were circulated among these men, which resulted in an election in which the Brotherhood prevailed and was certified to represent the Chicago, Burlington and Quincy Dining Car Employees. Within a very short space of time after the certification, a large majority of the Dining Car Employees on the Chicago, Burlington and Quincy Railroad came into the Brotherhood and immediately began to pay dues. A local division of the Chicago, Burlington and Quincy Dining Car Employees was set up, with C. B. Beatie as President and L. S. Wagner as Secretary-Treasurer. This local division is functioning as efficinetly as other Brotherhood divisions and its work is being carried on successfully, and they now have a local treasury of over $1,800, a condition which they reported never prevailed before.

Meetings were held with representatives of the Chicago, Burlington and Quincy Dining Car Employees; proposals were drawn up for the revision of the agreement and in some ten or twelve meetings submitted to the membership, after which the proposals were submitted to the Company and conferences were held with the Chicago, Burlington and Quincy Railroad during the month of June, 1962.

The Chicago, Burlington and Quincy Railroad submitted counter-proposals and detailed discussion took place between the Brotherhood of Sleeping Car Porters, represented by First Vice President Webster and C. N. Beatie, C. Matthews, and Frank Ahaynou, which composed the Agreement Committee for this group. There were three basic and major matters that needed immediate changing: 1) An Interline Service Rule, which would give Chicago, Burlington and Quincy Dining Car Employees a right to share in the dining car work handled by the Chicago, Burlington and Quincy Railroad with foreign carriers. 2) A Discipline Rule, which would give these employees the right of a hearing before discipline and not after. 3) A rule which would give these employees the right to question the management when they were denied an assignment because of the alleged lack of fitness and ability.

While there many other rules that needed changing, the above mentioned rules were the most important. After several weeks of conferences we reached an impasse and broke off negotiations. Subsequently, however, Mr. Egbers, the top labor representative of the Chicago, Burlington and Quincy, called International Vice President Webster on the telephone and requested another conference, pointing out that he felt that the three items of disagreement could be reconciled. In response to this request, another conference was held and the manager's position partook more of the nature of an ultimatum rather than an attempt to become collective. Of course, the Organization had to withdraw from the conference again, and the dispute is now being presented to the National Mediation Board.

In the meantime, the Joint Council of Dining Car Employees Local, to which these men previously belonged, began to circulate authorization cards among this group of people in an effort to create another election as soon as the two-year period is up. Reports, however, from the Chicago, Burlington and Quincy men were that their intentions are grossly exaggerated and it does not appear that the Chicago, Burlington and Quincy men would be so stupid as to create a representation dispute at a time when they have advanced further than they have ever before in correcting long-established deficiencies in their agreement. The Discipline Rule presently in the Chicago, Burlington and Quincy Dining Car Employees Agreement is a rule that was prevalent among the Company's unions, and is not on a par with the discipline rules in the present-day, enlightened relationships between railroad carriers and their employees. The Seniority Rule allows the management to be sole judge of fitness and ability, and doesn't exist in any agreement among the thirty or thirty-five that the Brotherhood now has. There are some forty or fifty jobs involved in this Interline Service presently being operated over the Chicago, Burlington and Quincy Railroad, and despite the braggadocio of the former 848 and Joint Council people, this question has never been definitely determined during the twenty-odd years that this group represented the employees.

A recent survey of the morale of the Dining Car Employees on the Chicago, Burlington and Quincy Railroad, and all indications point toward the solid support of this group behind this program to try this agreement.

The International Executive Board endorsed the program being carried on by the B rotherhood among Chicago, Burlington and Quincy Dining Car Employees, and offered its commendations and congratulations to the stalwarts in this dining car group which are cooperating in the carrying out of the program.

CHICAGO, ROCK ISLAND AND PACIFIC SLEEPING CAR PORTERS

When the Rock Island Railroad took over the sleeping car business that originated and terminated on its road, all of the men hired by the Rock Island Railroad were Brotherhood members. However, we were forced into an election in which we prevailed, and negotiations immediately were started with the Rock Island Road to effect an agreement. This happened about the same time that we were negotiating with the New York Central, and while the Rock Island people did not so state, the negotiations were manipulated so that they would have been continued until after the New York Central Agreement had been written. Shortly after the Brotherhood's success in raising the wages on the New York Central, we went into conferences with the Chicago, Rock Island and Pacific Railroad, and within a week or ten days had consummated an agreement bringing the wages of the Rock Island Sleeping Car Porters up to par with that of in-charge porters operating for the Pullman Company. Be it said to the credit of Rock Island Sleeping Car Porters that, by far, a majority of men continued to pay dues while the negotiations were pending and before we got a Union Shop Agreement, and they have been unusually loyal members to the Organization. Their Local Chairman, Mr. G. R. Tillman was recently elected for Vice President of the Chicago Division, Brotherhood of Sleeping Car Porters.

FULL CREW BILL

International Vice President Webster pointed out to the Board that the Brotherhood of Railroad Trainmen were still attempting to influence legislators in the Illinois Legislature to support the so-called "Full Crew Bill." If this bill ever becomes a law, it will drive from five hundred to one thousand of our members from their jobs on the head end of trains in the State of Illinois.

The Board urged that the Brotherhood continue its aggressive campaign against this type of legislation.

FINANCES

The Finance Committee, composed of Vice-Presidents Webster, McNeal, Dellums, Secretary-Treasurer Totten and Executive Board Member Dailey, has met from time to time since the last Convention and has made detailed reports and recommendations to the International Executive Board on the Organization's finances. Due to the fact that there has been a general and continuing decline in our membership, the income has been materially reduced, despite the increase in dues.

Over the last several years, the net worth of the Organization has been reduced from over $800,000 to some $627,000. This is due to the fact that despite the decline in membership, the Organization is still a far-flung institution operating in more than 100 cities in the United States and Canada - and we still have the responsibility of negotiating and policing 35 agreements with powerful railroad carriers.

Since the 1959 Convention we have incurred yearly deficits of $58,615.43, $41,819.00 and $51,659.55 based on regular income from regular dues and annual assessments. This totals $152,093.98. The income from the $25 special assessment is not included in these figures because this special fund is being raised for the express and specific purpose of financing the struggle to cut the hours of work of our hourly rated members and to protect the existing mileage and trip basis of payment of our train porter members.

The foregoing facts are largely responsible for the Board's recommendation to the effect that the International Officers be cut, through attrition, to 4 and lay Board members to 5. This, plus other planned economies will help to eliminate current deficits.

RAILROAD PIGGY BACK

The Executive Board agreed to support the railroads in their fight to maintain piggyback operations.

AMERICAN UNIVERSITY SCHOOL OF INTERNATIONAL STUDIES, AFL-CIO

After an elaborate explanation by International President Randolph on this subject, the Board instructed International President Randolph to endorse the program and so advise the AFL-CIO.

AFL-CIO INVESTMENT DEPARTMENT

After having been advised by the International President that the AFL-CIO was setting up an investment department to advise affiliated unions how to invest their funds, the Brotherhood went on record and urged International President Randolph to cooperate.

FRINGE BENEFITS

The Brotherhood of Sleeping Car Porters, being recognized as a railroad carrier insofar as fringe benefits under the Traveler's Insurance Contracts, has approved the action of the International President in having Brotherhood officials and employees covered by said contract.

ELEANOR ROOSEVELT CANCER FUND

The Board approved a $100 contribution to said fund.

UNION ELECTION AND THE UNITED STATES DEPARTMENT OF LABOR

On recommendation of International President Randolph, the Board directed that all international and local officials be prompted to see that all elections are carried out in the greatest detail in conformity with the provision of the Landrum-Griffith Bill.

RAILROAD MERGERS

After a detailed discussion by International President Randolph on this subject, in which he particularly emphasized the affect of railroad mergers on our employees and particularly the discontinuance of districts and taking over of the sleeping car business by railroad carriers, all of which were bringing about elimination of jobs, the Board directed that all officials of the Brotherhood give serious consideration to the pending mergers and that every effort be made to protect the rights of Brotherhood members in these instances.

FOOD AND SOFT DRINKS DEPARTMENT - AFL-CIO

On recommendation of the Hotel and Restaurant Employees International Union through Mr. Ed Miller, its International President, the President of the AFL-CIO was requested that it sponsor a bill which would consider tips as wages for certain purposes. International President Randolph objected to this program before the International Executive Board of the AFL-CIO, and he and Vice President Webster sat in the conference held in Miami Beach, Florida, where the matter was discussed and strenously objected to such a proposition, and was supported by a number of other unions, particularly the Barbers' and Seamen's Unions, whose members would also be affected by this proposed legislation. Up to the present time nothing has been done on this matter and the Board directed the International President to continue his opposition to this program.

PROPAGANDA AGAINST THE BROTHERHOOD SPONSORED BY THE DINING CAR EMPLOYEES' ORGANIZATIONS

For the past several years representatives of the dining car employees group, particularly Local No. 370, have carried on a mass of irresponsible and ridiculous propaganda against the Brotherhood of Sleeping Car Porters largely provoked by the controversy that has arisen between the two groups on the question of representation elections. It is regrettable, but most of this information simply portrays the disloyalty and irresponsibility of the individual Dining Car Employees Union officials, some of whom have taken it upon themselves to flood the eastern part of the country, particularly, with this vicious and untrue propaganda against the Brotherhood. The Executive Board directed the International Officers of the Brotherhood to spare no pains in refuting this propaganda wherever it finds itself.

LAWSUITS AGAINST THE BROTHERHOOD PROMPTED BY ITS OWN MEMBERS

Since the passage of the Landrum-Griffith Bill, and the vast amount of adverse propaganda that has been disseminated against the trade union movement, as a result of the McClellan committee's investigation, some of our less responsible members have taken it upon themselves to try to solve their problems by bringing lawsuits against the Brotherhood. The most outstanding of which were the one provoked by the New York Central men in the Federal Court in New York; the one provoked by a Union Pacific Chair Car Attendant in Salt Lake City, Utah, and the one provoked by some former Milwaukee and St. Paul porters in the City of Chicago.

There is also the Morris case in Kansas City, prompted by a former member of the Brotherhood who had received some four or five discharge notices for failure to pay his dues and was finally discharged. The suit brought by the Milwaukee group and the Union Pacific Chair Car Attendant have been decided in the Brotherhood's favor. The New York Central suit is still pending and the Morris case in Kansas City was decided against the Brotherhood, not because of the merits of the case but because of the appeal made to a white jury by a white lawyer, in which he pictured the Brotherhood officials as a bunch of hardboiled, racketeering labor bosses attempting to crush a poor innocent member. The jury gave this man a verdict against us of some eleven thousand dollars. The case was appealed to the Supreme Court without success. The judgment was paid and subsequent evidence indicates that while the Brotherhood had to pay the judgment, yet the individual who prompted this suit apparently got very little of this money and is presently in destitute circumstances.

GOVERNMENT SUBSIDY RAILROADS

International President Randolph went into detail on the trend toward Government Subsidy Railroads. The Brotherhood agreed that in this area we must manifest a healthy interest and directed that Brother Randolph issue a public statement on the subject matter.

BROTHERHOOD'S FIGHT AGAINST RACE BIAS

Wide publicity has been disseminated in reference to the fight of the Brotherhood of Sleeping Car Porters within the AFL-CIO on the question of racial discrimination. Great emphasis has been placed upon the alleged falling out of President George Meany of the AFL-CIO and International President Randolph, who is also a Vice President of the AFL-CIO. Much of the public information was erroneous and was prompted, not because of any desire on the part of these publications to expose the cause of the Brotherhood's fight, but, on the contrary, to try to embarrass as far as possible the trade union movement.

In the 1959 Convention and before the Executive Council meeting of the AFL-CIO, and in the 1961 Convention, AFL-CIO, this matter was thoroughly discussed and the Brotherhood aggressively participated in the disputes on this matter. This is particularly true of the 1961 convention in Miami Beach, Florida where many influences were brought to bear in an effort to prevent the Brotherhood's delegates to the convention from bringing this issue to the floor. Private conferences were participated in by International President Randolph, Vice President Webster and President George Meany of the AFL-CIO, and Vice President George Harrison of the AFL-CIO, who is also chairman of the Resolutions Committee and was chairman of the committee that made this most erroneous report on the position of International President Randolph for the Executive Council, AFL-CIO.

The Brotherhood's delegates did not pull any punches in these conferences and advised Brother Meany that the matter was going to be brought to the floor of the convention and discussed very vividly, and despite many futile efforts to prevent this matter from coming to the floor, a full-dressed discussion of the race issue was participated in by the Brotherhood's delegates at this convention and, for once in the history of the AFL-CIO, the one thousand delegates and visitors at this convention got a first-hand review of racial discrimination within the labor movement, and despite some of the difficulties involved, the convention supported the Brotherhood's position in sending this erroneous report back to the council where it was killed.

As a result of the Brotherhood's position taken at this convention, the Civil Rights Committee was revitalized and a number of suggestions made by the Brotherhood were recognized in the formation of the new committee. And while we do not expect any too enthusiastic reversals of trade union racial policy, yet it would appear that unions which do discriminate are at a disadvantage under these circumstances and must recognize first-class citizenship for all Negro members. Significantly, however, in recent months one of the largest unions in the country initiated a program to train twelve hundred apprentices and called upon the Brotherhood to find at least two hundred Negroes of high school age to participate in this apprenticeship program. While there are many other indications of progress in this field, the above is by far the most significant and outstanding.

The Executive Board commends the Brotherhood's delegates for the courageous and militant fight they put up within the AFL-CIO and directed that the program be aggressively continued.

THE WAHSINGTON JOB PROTECTION AGREEMENT

The Washington Job Protection Agreement was entered into in 1936. Members of the Brotherhood do not participate in the Washington Job Protection Agreement. The same is also true of many other labor organizations. This matter was discussed at great length by Brother Clement Smith. The Board directed Brother Randolph to use all of the power at his command in an effort to broaden the scope of the Washington Job Protection Agreement to include members of all railroad unions.

THE BROTHERHOOD'S CANADIAN OFFICE

A report from Brother Blanchette, Canadian International Field Agent, was very revealing on the operations of this office and the Board agreed that the report was an indication of the very fine work done by Brother Blanchette and the Canadian Brotherhood.

THE TWENTY-FIVE CENTS PER HOUR INCREASE IN PAY, THE REDUCTION OF THE WORK MONTH, JOB STABILIZATION AND PAID HOLIDAYS

A special meeting of the International Executive Board was called in Chicago, February 16, 1962 for the purpose of determining the action of the Organization in reference to the reduction of the monthly hours, job stabilization, and paid holidays in connection with the award of the Emergency Board granting a 10.28 cents raise for all non-operating employees.

International President Randolph went into great detail, particularly on the question of the shorter work month and, after general discussion by all concerned, the Board decided to proceed immediately with the sleeping car companies on our contentions for both the 10.28 cents raise in pay, the reduction of the monthly hours to 173, a demand for job stabilization and paid holidays. It was left to the discretion of the International President as to the date that Section 6 notices be sent to the carriers.

It was further decided that a special emergency assessment of $25 per member, proposed by President Randolph, be approved by the Executive Board. It was further agreed that the $25 special emergency assessment was to apply to the entire membership.

It was further unanimously decided by the Board, after listening to an anlaysis of the economic situation on railroads by Economist Eli Oliver, that a strike vote be taken among the sleeping car members immediately, and that Mr. Oliver's firm be retained to prepare the necessary argument which ultimately will have to be presented to an Emergency Board appointed by the President of the United States.

The Board directed the officers of the Organization to immediately begin collecting the necessary material from the various districts in the country to assist Brother Oliver in preparing his argument. The Board further directed that all officers immediately begin to carry on a campaign of education and membership mobilization designed to provide the membership with authentic information about this movement.

As of the present date, Section 6 notices have been served on the sleeping car carriers. The issue on the question of shorter work week, job stabilization, paid holidays and the 10.28 cents increase in pay have been joined with the various carriers, and the dispute involving the sleeping car carriers is now before the National Mediation Board. The membership of the Organization, as a whole, have paid the $25 special assessment; the strike vote is about complete, and the forces of the Organization are ready to move ahead immediately upon the adjournment of our Fourth Triennial Convention.

Respectfully submitted,

INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS

Milton P. Webster, Chairman
T. D. McNeal, Secretary
A. Philip Randolph
Ashley L. Totten
Bennie Smith
C. L. Dellums
A. R. Dailey
G. C. Garran
James A. Martin
Clement J. Smith
A. R. Blanchette
W. C. Isaacs, Jr.

BROTHER T. D. McNEAL: Mr. Chairman, this completes the report of the International Executive Board. I move the adoption of this report.

BROTHER FRANK J. HURT: I second the motion.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the report of the International Executive Board be adopted. Are there any remarks?

VICE PRESIDENT M. P. WEBSTER Before voting on the Executive Board report, I would like to make some short comments on some of the subject matter contained therein. The report itself gives the information, but I think that as a matter of further information to our delegates we ought to make some observations on some of the subject matter.

I will be as brief as I possibly can, and I will try to talk in language you all understand. Some years ago, ex-President Harry Truman made some caustic remarks because some newspaperman made some remarks about his daughter's voice, and in discussing the subject with my wife, she thought it was quite a bad thing for the President of the United States to use that kind of language. I told her that more people understood that kind of language than understood the King's English.

I talk in Pullman Porter's language, which I am sure most of us understand.

The first subject I want to comment on is the New York Central matter and the seniority question. We spent about twenty thousand dollars defending lawsuits initiated by a handful of New York Central men, because of this seniority rule.

The New York Central took over the sleeping cars on the New York Central Railroad, which meant the abandonment of one of the biggest districts the Organization had - the New York Central District - because the whole district was destroyed, because they took over all the runs in that district with, possibly, a few exceptions, where a run or two ran off the property.

The men had to go over to the New York Central - all those who could get over there - young men, new men and old men - and one thing apparently not known is that the Vice-President of the New York Central, Mr. Fee, addressed a meeting of the representatives of the railroad unions that represented the Pullman employees involved, in Union Station, Chicago, and made this statement: "We are not going to take any Sleeping Car Conductors; we are not going to take any Mechanics . . . we have enough already furloughed . . . we are not taking any Cooks, and we are not hiring a Porter over forty-five years of age . . ."

Immediately after this conference the Brotherhood of Sleeping Car Porters wrote Mr. Pearlman, the President of the New York Central, and asked for a conference. The Brotherhood was able to impress upon the New York Central that they would not be able to face the public in making a regulation that they would not take a man over forty-five years' old when over ninety percent of the men who built up the sleeping car service of the New York Central were mostly over fifty years of age, and all these men would have been thrown out on the street.

Now, I don't know what made the New York Central change its mind, but they notified Brother Randolph that the age limit would be raised from forty-five to sixty-five. If that had not been done, over half of the men on the New York Central would have been out of work, out of jobs today.

Those are some of the things you people ought to talk about. I have never heard anybody, and I am around New York all the time - despite the fact that the New York Central men have libeled this organization from one end of the country to the other - I have not heard one man speak of the accomplishment of this Brotherhood in bringing this dispute to a conclusion.

Now, the New York Central men quit paying dues right after they went over. Many of them signed cards with us, but they quit paying dues. Some of these men had been members of this organization for twenty-five years but immediately when they went over to the New York Central they quit paying dues, and during the two-year period that it took us to get a contract with the New York Central, less than fifty men on the New York Central paid dues to the Brotherhood of Sleeping Car Porters, despite the fact that the fight was to protect their rights. I think those are things that ought to be borne in mind.

The great issue on the New York Central was on the question of seniority - that's what this lawsuit is all about. I think they sued Brother Randolph - they didn't sue me this time; I've been sued a lot! I think they sued on a most ridiculous premise . . . that Brother Randolph agreed to this seniority rule because it favored some of the older men, and if he favored the older men he would be sure to be reelected as President of the Brotherhood of Sleeping Car Porters. This is the kind of ridiculous propaganda they put out! Everybody knows that if Brother Randolph was involved in an election contest it certainly could not have been determined by a handful of men in New York.

It was my job to handle the New York Central negotiation. As a matter of fact, I have probably negotiated most of the Brotherhood contracts throughout the nation.

They were difficult people; they cut the wages $58 a month - that was the main issue, the wage cut. They cut the wages down to $375.58 a month - some $58 below the present wage of Sleeping Car Porters working for the Pullman Company. They cut it - there's no question about that!

Therefore, the main objective was to bring these wages up, and the one thing that, unfortunately, too many of these people in the service do not understand is that the New York Central did not just cut these wages to get even with some Pullman porters; the wage cut was a deliberate and organized effort on the part of the railroads to see if wages could be cut, and they started with you! And, had they been able to get away with this cut in the wages, what you would be fighting now would be to prevent wages being brought down, instead of raising them.

That was the issue. Had the wages of the men on the New York Central been cut, the Pullman Company would have done the same thing. Many of you don't know that the Pullman Company served notice on the Brotherhood to cut the wages of Pullman Porters twenty-eight cents an hour, and I asked Mr. Boeckelman if he thought they could get away with that.

Every railroad company in the country was watching this situation, because if the New York Central had prevailed all of you would have gotten a cut - there is no question about that!

One thing you should understand and appreciate, every member of this organization, is that you had an organization that went up against the powerful forces of the New York Central and you came out on top, with a sixty-one-dollar increase!

And, when you get ready to check up on how much money you have to pay in to the Brotherhood, you should start to figure the sixty-one dollars on the New York Central, how it is a fact that we prevented a wage cut on other roads, then subtract it from that sixty-one dollars.

Now, on this seniority question; the main question was to get wages raised. I was the spokesman representing the Brotherhood, and I told the New York Central representatives: "There is no use talking about anything until you bring the wages up, because if you are not bringing the wages up we are not making a contract."

Since he did not say anything about bringing the wages up, we broke off and went to the Mediation Board and we told the Mediator the same thing. We discussed some rules and other things, and then we told him there was no use talking about rules until wages had been brought up, and that was the position of the Organization.

These railroad people are smart, they know the answers, and it was like talking to this wall about raising wages . . . and, I suppose they would say the same thing about us.

We convinced the Mediator that if the wages were not brought up, eventually we were going to put a picket line around the New York Central.

I went to a meeting of the Railway Labor Executives' Association and told them the story and pointed out to them: "You people are mostly white, but if they cut the wages of Sleeping Car Porters it is only another step to cut your own, and you had better put yourselves behind us." They wanted to know if we wanted help and we said no. As a rule, white folks think that if a colored man comes around he has his hand out. We pointed out to them that on the Louisville & Nashville they had a strike which tied the road up and we did not cross the picket line despite the fact that some of the operating groups on strike had a color clause in their constitution. Our men lost thousands of dollars because they didn't cross the line . . . and we expected the same thing from them. Be it said to their credit, they voted unanimously to support us.

We talked to the Mediator again and we convinced him that unless wages were brought up there was no use doing anything else. When we went back into conference, on a certain Monday morning, the representative of the New York Central said: "Mr. Webster, we are going to bring the wages up." I asked: "All the way?" He replied: "Yes." Then I said, "Let's sit down and talk business", and we agreed upon the wages.

That was the main thing! We agreed upon many other rules that are not one hundred percent in accordance with the Pullman contract, because no contract in America is better than the one we have with the Pullman Company. There is a reason for that - we have the power there. When the Pullman Company gets difficult, we start to walk out. They know what's going to happen and they figure it's cheaper to go along than take the responsibility of maybe having a work stoppage.

Everything was settled, and then it came to the question of seniority and, of course, we proposed that these men be given their seniority according to that which had been recognized by the Pullman Company. But the Company was adamant against it and it looked like we had done all this for nothing.

We talked of breaking off again. The Mediator asked me to look at the Company's proposition. He said: "You got these wages, that's the main thing, and if you break off now they will withdraw everything, and I hope you will consider it.

We went to the office and started to consider, to think it over. We checked the Company's rule against the seniority roster, and checked our rule against the seniority roster and compared the result and when we analyzed the situation we felt that there was not a great deal of difference; certain men would have changed seniority under the Company's rule and certain men's seniority would be changed under our rule, therefore the only logical thing to do was to accept the rule. Unfortunately, when some of the men heard about the age limit, they put their ages down, and when they were put on the roster according to age they were a little lower than they otherwise would have been.

But, insofar as the New York Central contract is concerned, the Brotherhood did as good a job as could be done . . . and raising the wages of these men sixty-one dollars a month is the first time in history, in the history of collective bargaining on the railroads, that anyone has ever gotten sixty-one dollars a month raise in pay; the next highest was forty-four dollars, and that was accomplished by your organization!

And that is the thing that you ought to go out here and tell these men; that is the thing you ought to talk about. That is the reason we bring it to the attention of you men that are running the local divisions around the country. So much for that feature!

This International Railway Association - the proposed unity of the International Association and two other railroad groups - this International Association has been a colored man's union on the railroads. You know, during World War I we had a colored man's union; we could not get into any white man's union, and this is one of the colored men's unions. I was a vice president of a colored man's union on the railroad back in those days. This union has been in existence approximately twenty-five or thirty years and it represents a number of Negro workers on the railroads in the South - some firemen, some train porters, some mail handlers and a miscellaneous group of some four or five hundred men. This group has always been opposed to us. When we took train porters in our organization they, of course, were our opponents.

Now, on the Missouri Pacific we have possibly two hundred train porters, or we did have at one time, and they prevailed on fourteen train porters that they did not have to come into the Brotherhood of Sleeping Car Porters, despite the Union Shop Agreement - they convinced these porters they did not have to come in. They were all cited under the Union Shop Agreement, they had their hearings, they had a lawyer and, of course, under the Union Shop Agreement they were ordered discharged. The case went all the way up and they hired a high-powered law firm in Washington - the head of which has been appointed a Judge by President Kennedy - and started a lawsuit in St. Louis as a result of advice given by this organization and these lawyers. For five years this lawsuit was pending in the courts of Missouri; it went all the way to the Supreme Court, and when the final decision in our favor was rendered every one of the men got canned - and some had been in the service for thirty years.

Then, much to our surprise . . . we were down in Macon, Georgia, and Georgia is a place I never like to go although I have some good friends there . . . well, Brother McLaurin said we would stop in Macon, and while in Macon the president of this organization came to us and said he thought they ought to come into the Brotherhood.

He talked to Brother Randolph - I didn't want to bother with the baby - but shortly after we got to Washington he came again, with members of his cabinet, and said he wanted to discuss it, and he talked about coming in with us. He even went so far as to say they would be willing to turn over thirty thousand dollars of their money. I told them we didn't want it - I wasn't so sure we wanted them - but we would be glad to look into it. As a result of Brother Randolph's persuasion, we decided to give it serious consideration. In the last conference he pointed out: "We've got practically all sub-standard contracts" . . . that means you don't get as much money as the job pays . . . "and we have never won a case before the National Railroad Adjustment Board." And, on one road where they represent Locomotive Firemen, the Negro Locomotive Fireman gets fifty dollars a month less than the white Locomotive Fireman on the same road.

I really seriously considered we ought to do something about it, and woke up on day to find they were circulating authorization cards on the Illinois central Railroad, and some of these babies who did not want to pay the tax thought they could duck it by changing representation, and they prevailed in an election by four votes.

Now, an organization as good as the Brotherhood of Sleeping Car Porters is not here because everybody love it; it is here because we pushed everyone out of our way. These men quit an organization that has some of the best contracts on the railroad and go to an organization that has a sub-standard contract with a fifty-dollar differential between white and black men on the road where they represent the black men, which indicates we need an extensive and drastic campaign of education. This organization, while negotiating with us, sneaked around and got these authorization cards and prevailed upon the Illinois Central men to quit us in order to save twenty-five bucks . . . in fact, told them: "Don't worry, when you come into our organization we will give you credit for your tax paid to the Brotherhood." I understand they're not getting it, but their problem is over there.

Now, the Chicago, Burlington & Quincy Dining Car Employees.

With a representative here, I am not going to comment too much on that except to say that we had two elections over there. The first one cost us eight grand, we lost by twenty votes. They came back again after the two-year period was up and prevailed upon us to go over there again. I said:

"We haven't that kind of money to throw away." Well, they brought in half a dozen or so men who had worked against us and, finally, convinced us that they were on the up and up, and so we won.

If I had some time to tell you the things we found over there that those men had been subjected to under the Dining Car and the Joint Council you would not believe it. I will just mention one or two things.

They had a rule in their contract for twenty years, a man gets fired first, and if he asks for a hearing within ten days he gets a hearing. They have a rule which gives the Dining Car Superintendent the exclusive right to determine a man's fitness and ability. This is a slavery rule, but they have it! They have a rule on interline service where a foreign road runs dining cars over that road and deprives these men of some fifty jobs, and they have been deprived of these jobs for some twenty-five years. Those are just a few examples of what the situation is.

The C.B.& Q. men are here. They developed a good Local, they are paying dues and, for the benefit of you babies bellyaching about the tax, they are paying the tax.

And so it is apparent that that is a field in which this organization has to step in if we are to protect our rights on that particular road. They made a deal with the railroad company that Dining Car men were to wait table in the Dining Car and then work in the coach for $417 a month, when men of the same road represented by the Brotherhood of Sleeping Car Porters who work in the coaches alone got $460 per month.

I felt you should have a little information about that. We are now negotiating with the Chicago, Burlington & Quincy and we don't know how we are going to come out, but we are negotiating.

I want to say a word about the Rock Island. If I was enthusiastic about Chicago being the biggest and the best and furnishing the most money, if I felt like bragging about it, I would say that the Rock Island men conducted themselves as they did because they were Chicago men, but the Rock Island men never quit paying dues when they went over to the Rock Island, and it was a couple of years before we got a contract. And we brought the wages of the Rock Island up some seventy dollars a month, because they were men who run "in-charge."

The Rock Island representative is here, a young man named Tillman. I just found him when we got to the Rock Island. I don't know, we might have some more men hidden around here that we don't know anything about. I hope we can find them because all these babies you see sitting up here are way up there in age, and the time is getting short. If I could worry - I go to bed every night, sleep eight hours, don't even dream, and I don't worry - if I could, I would worry about what are you young men going to do in taking over this institution when the men who brought it to where it is pass of the scene. I hope we run into a few more men like this man on the Rock Island. They are good, loyal members of this organization, and I think it is a criterion some of us should look at before we talk so much!

Now, on the Full Crew Bill, I want to say a few words because I understand the Brotherhood of Railroad Trainmen is trying to get some Negroes in that organization. For seventy-five years they had a color clause in their constitution. On one road in the West, where the railroad company insisted upon the Negroes, who had been doing the work, staying there, the Union arranged to put them on the seniority roster, but as fast as they got out of the picture, no more Negroes were hired and that group of men was reduced from over three hundred men to nine men. I don't know of any organization in the country that has been more rabid in its prejudice against Negroes than the Brotherhood of Railroad Trainmen. Now they want you!

In a recent controversy on the Long Island Railroad they said to the men involved: "You need a white man to represent you, because the officers of your Brotherhood are Negro and go to Management with hat in hand." Now everybody knows this is a damned lie; there isn't any question about that, everybody knows that! But this is the kind of propaganda they are putting out in the Brotherhood of Railroad Trainmen.

Now, the Brotherhood of Railroad Trainmen took the color clause out of its constitution. Why? Because in the 1959 Convention of the American Federation of Labor and Congress of Industrial Organizations they decided they wanted very much to come into the AFL-CIO. These Trainmen Brotherhoods were known as the aristocrats of organized labor, but the heat's on now and they all came to the AFL-CIO and added to the number of unions in the AFL-CIO with a color clause. At the 1959 Convention of the AFL-CIO the Brotherhood of Sleeping Car Porters presented a resolution calling for the expulsion from the AFL-CIO of any union that did not take the color clause out of its constitution in six months, and the president of the Trainmen's Union got up and pleaded with the Convention: "Give us a chance and we will take it out." Well, they took it out, but an organization that has had a color clause in their constitution for seventy-five years . . . I don't think we can expect too much of them as far as we're concerned.

Let me give you a little history on their activities in half a dozen states of the nation. They have introduced in the State Legislatures bills known as Full Crew Bills, innocent enough on their face, that a certain number of men should be kept on a train for the safety of passengers. They have introduced these bills in Colorado, New Mexico, Missouri, Illinois.

In this bill there is a distinction. The law provides that a certain number of men should be on a train - a Conductor, a Flagman, Engineer, Fireman and a Trainman. They describe a Trainman - his duties are the same, identical duties performed by Train Car Porters and Attendants, but the law says a "Trainman"; there must be a "Trainman" in this crew. Of course, that definition is in fine print.

They have been to these Legislatures year after year, trying to get a law passed which would put thousands of Negroes out of jobs. I cannot see how any colored man who has any brains can put any faith in the Brotherhood of Railroad Trainmen. Now, you ought to know that, because they are coming around to see you. They want to get control of every job on the railroad and bring it under their jurisdiction. Once that is done, you know what is going to happen to you!

I don't think we got to the place yet where we can afford to share the few jobs we have left with these people, and insofar as integrating Negroes into jobs as a whole, the surface has not been scratched.

I think you should know these things about the Brotherhood of Railroad Trainmen because I understand they have put out authorization cards in a number of other places and you should be alive to that fact. I have a whole file full of information on this organization, and if any of them reach into your territory just let us know and we will be there.

Now, I want to say a word about this Dining Car crowd putting out all this poison propaganda against the Brotherhood of Sleeping Car Porters. The fact is the Brotherhood had more to do with organizing dining car employees in the United States than anyone else. I have organized more dining car waiters and cooks than anybody connected with the Joint Council.

When the Railway Labor Act was being amended we were the only people representing Negroes, and had we not been there the Railway Labor Act would have been so written that Negroes on the railroad would have had to go to white organizations to get recognition. Brother Randolph proposed an amendment setting up the craft and class of Sleeping Car Porters and Waiters and Dining Car Employees, and that is what opened the door. We did not represent dining car employees, but they were Negroes and Brother Randolph felt that this should be done. He set up the Joint Council of Dining Car Employees in order to channel the dining car employees through one source, in the hope that they would apply to the American Federation of Labor for a national charter. However, they are still operating as a Joint Council.

Now, we haven't done anything to them. But what do they do to us? We had a contract on the Northwest Railroad out of Chicago; they went in there and, through some manipulation, the Board ruled that certain of our men did not belong to us. We had an election with 32 of our men and 350 dining car employees. We lost.

We forgot about that, and then they went to the Chicago, Burlington and Quincy and doubled up on a job, which resulted in a reduction of 27 porters to 6 porters. All that work has been done by dining car employees for less money. We forgot about that.

Then, on the Illinois Central Railroad, when they put on the "City of Miami," the Company called us in and wanted to set up a job of Porter-Waiter. The local chairman of the Dining Car Employees agreed with me that we would not let a waiter do porters' work, and we would not let a porter do waiters' work. Three weeks later the Company advised me that they were going to give us one job on that train. They set up a seniority roster, called them Chair Car Attendants and took them from the Dining Car Waiters roster and put them on the "City of Miami" at twenty dollars a month less than the porters were getting for doing porters' work alone. We forgot about that.

They kept on and on, until finally even Brother Randolph said we had better go after them. We should have done it twenty years ago; it would have been much cheaper then because dining car employees in many parts of the country have always wanted to come into the Brotherhood of Sleeping Car Porters.

And, so, you might as well know that we are going to take everything that is not nailed down, as a matter of fact!

So, the Brotherhood has been a fairly successful organization. Nobody ever thought we could beat the Pullman Company - it was the hardest outfit in the railroad business. They broke the biggest strike ever on the railroad and had the leader of the strike put in jail - that was Eugene Debs, in 1903.

Except for qualified representation and recognition of the Sleeping Car Conductors, none of the people that worked for the Pullman Company were recognized by a bona fide union until Brother Randolph broke the ice and made them recognize us.

Brother Randolph told you years ago that he was going to bring the Pullman Company to its knees and bring wages from sixty dollars to a hundred and fifty dollars a month. Nobody believed it, but you see the results and that is the thing that should give you confidence in this organization.

It is unfortunate that we have to fight these dining car groups, but there is nothing else to do. However, with these mergers, and railroads coming together, it seems to me that the relatively few of us left in the service trades should consider merger.

Just one other final comment, on discrimination in the AFL-CIO.

I don't know if there has ever been more misinformation put out than about the so-called controversy between the Brotherhood of Sleeping Car Porters and the American Federation of Labor and Congress of Industrial Organizations on discrimination. This controversy was provoked in San Francisco in 1959 and Miami Beach in 1961. It was the usual stuff - there was nothing new about it - the only difference was that news of racial discrimination is more popular now than it was years ago. . . Negroes are staging sit-ins in the South and going to jail . . . therefore, it makes good newspaper copy.

In 1959 in San Francisco, a drastic editorial was written against George Meany. I don't think they wrote that because they loved Randolph, but they did not like George Meany and that was a good chance to take a shot at him. At the last convention in Miami Beach there was controversy because, at the previous meeting of the AFL-CIO Executive Council, Brother Randolph submitted a statement on what he thought should be the racial policy of the AFL-CIO. You know Brother Randolph is a member of the Executive Council. He is not only there because he is a Negro; there is nobody on that Council who makes a greater contribution than Brother Randolph, about every subject, from foreign policy on down.

I have been to every Council meeting since Brother Randolph has been a member of the Council. The first time I went I learned something - it is good to be around. You know I used to be a politician, and as a good politician, I thought I had better go and look things over. I found out that that's where the stuff comes off, so I'm around to see what goes on.

Well, Brother Randolph submitted his statement and they didn't like it, so they appointed a committee composed of three fellows, pretty good fellows, by and large . . . George Harrison, probably one of the most able men in the AFL-CIO; Jake Potofsky of the Amalgamated Clothing Workers, and Dick Walsh of the Actor's Union. The Committee presented a report censuring Brother Randolph. My own opinion is that none of the members of the Committee read the report; I heard that it was written by certain staff people. But Brother Meany gave it to the press and they put out a story about the break between Meany and Randolph.

Well, of course, at the next Convention the battle was coming up. At the Convention we sat down and talked to George Meany. Brother Meany is a good friend of ours and a good labor man, but we told him that we were going to take the matter to the floor of the Convention - and we did. When I spoke, they didn't like what I had to say and when I got ready to move in - they ruled me out of order. However, after everybody cooled off we got together and, I think, even the Committee recognized they had made a blunder.

The report was sent back to the Council and was killed and the result was that the Civil Rights Committee was reorganized. Bill Schnitzler was made Chairman of the committee and he is doing the job and developing a program which will put so much pressure on the unions that nobody will dare do the things they have done in the past.

Brother Randolph is the only Negro on the Executive Council and that is where things are done, and if you have nobody up there you are going to have things put over on you. And, so, the thing I want you to recognize is that this Brotherhood of Sleeping Car Porters, despite the fact that we only pay per capita tax on ten thousand men, participates in the highest echelons of organized labor.

Ed Miller of the Hotel and Restaurant Employees Union came to the Executive Council seeking help to get a law passed to have tips considered as wages. He sold the idea to two or three people, and if we had not been there he might have put it over. If we had not been there to sparkplug it, you might have a law on the statute books of the United States to consider tips as wages and you would have one hell of a time getting pay raises.

I wanted to bring these matters to your attention, brothers, because you know some of you fellows need education.

I don't know anybody that has closer contact with the rank and file membership of the Brotherhood than I do. I talk with porters everywhere I go, and some of our boys need education. I hear talk about the tax; I have heard about the shorter work week, and since that is coming up I don't want to elaborate on it now - but you need education.

And bear in mind, every group in here, if you had any representation at all before you got the Brotherhood, it was a Company Union, where the Company sat on both sides of the table, an d those who were not represented by a Company Union were not represented by anybody - the way it was on the Union Pacific, the Santa Fe, and many other railroads. The sleeping car porters in the United States were represented by a Company Union, and the same thing was true in the Dominion of Canada.

We organized the sleeping car porters and got them out of the Company Union; we organized the Canadian Pacific people and got them from under the yoke of the Company Union. Brother Blanchette sits in with the Negotiating

Committee here in Canada when they talk about wage negotiations. If you did not have this type of Union you would not be represented there, and that is something you all should think about.

You should not be cheap when it comes to a matter of twenty-five dollars. I haven't the slightest sympathy for anybody in the year 1962 complaining about twenty-five bucks for an institution that has revolutionized the whole approach of employment toward Negroes on the railroads.

There are men in this romm that have put out as much as a hundred dollars for this organization when the future was so black you couldn't see your hand in front of you. Now you are living in gravy, so to speak . . . three hundred and fifty, four hundred, four hundred and fifty dollars a month, fringe benefits, and so on . . . and here is the opportunity to bring these hours down to the point where they should have been ten or twelve years ago and somebody is beefing about paying a twenty-five dollar tax! Fortunately, the bulk of the men have paid - very few are left.

You might get sore at McNeal . . . a guy in Chicago told me he wasn't against the Brotherhood, he was against McNeal. I told him, "Well, you can go out there and if you see three porters you will find one of them is against me - and I'm a swell guy." You will probably find someone around here that is against Blanchette. But that is not the problem! The thing you ought to be concerned about is what is the organization doing for you and your family. That is what you ought to be concerned about!

You know, Brother Randolph and I have carried on a two-man campaign for thirty years in the labor movement and we have been labeled as the number one hellraisers in the American labor movement. White men in the labor movement have come to us and told us that the Negro is not a trade unionist and that is why they don't want Negroes. On one occasion, down in the heart of the South, two white fellows came over to us and said: "You guys are always raising a lot of hell about first-class citizenship for Negroes." Then they told a story about how they spent twenty thousand dollars organizing Negroes in the foundries in Alabama, and then couldn't get them to pay any dues. Now, answer that question? We have the same question here today . . . we have men here holding out.

Now, if we think about the things that are vital in this Brotherhood, and think of where you used to be before you had a union, and where you are now, and then put that twenty-five dollars on the other side . . . well, any man with an ounce of brains will come up with the right answer.

I didn't intend to take up this much time, but you know this Brotherhood is probably the only religion I have . . . and when I get worked up I stretch out! I'm glad my wife is not here because she would tell me to keep my big mouth closed! Thank you. (Sustained applause)

PRESIDENT RANDOLPH: Thank you, Brother Webster, for that timely informative and constructive address. The motion is on the floor that the report of the International Executive Board be received and adopted. All in favor of the adoption of the report make it known by saying "aye". Contrary say "no." The "ayes" have it, and so it is ordered.

PRESIDENT RANDOLPH: Now that we have reached the time of adjournment, we will have some announcements.

BROTHER A. R. BLANCHETTE: Mr. Chairman, Brother Delegates: The first announcement is that while here in the hotel you have six percent on American money, but if you go to the bank today, you get seven and one-half percent - so a word to the wise should be sufficient.

I would appreciate it if the Convention Committee met with me in the Green Room at adjournment; we have some assembling of the International President's keynote address to do before it can be distributed.

Anyone who desires assistance regarding reservations leaving here - we hate to see you go - on Friday or Saturday, will you contact us in the Green Room at adjournment.

The department stores are open tonight until nine o'clock; those of you who want to purchase souvenirs to take back home to your loved ones, bear that in mind.

There is a short, twenty-minute show by Histadrut, this afternoon at adjournment, entitled "Bridge of Friendship" dealing with the work of the Afro-Asian Institute. We urge, with the approval of President Randolph, that on adjournment this afternoon we stay and see this film.

We want to urge all of you to make sure that you contact the Committee - those who are wearing a plain, gold Convention Committee badge - and secure your dance tickets.

Lastly, the Committee of which I have been placed as Chairman - the Committee on Scientific Service, Safety and Efficiency - this Committee will meet at one-thirty this afternoon in Salon "A". The Committee members are: A. R. Blanchette, Montreal, Chairman; W. G. Bailey, Boston; M. D. Stone, Richmond; Rex Stewart, Chicago; James Woods, Omaha; Bailey Morris, Twin Cities; Frank Pogue, Pittsburgh; H. H. Bluff, Chicago; H. Rock, New York; W. L. Thomas, Fort Worth; D. Turner, Dallas.

Let me say, if you do not show up your name will be taken off the Committee . . . so, your local division will be apprised of the fact that failed to fulfill your responsibility as a committeeman appointed at the Convention, on a Convention committee.

Will every member of the Scientific Service, Safety and Efficiency Committee meet with the Chairman at one-thirty in Salon "A".

PRESIDENT RANDOLPH: The afternoon session will begin at 2:15 P.M.

THURSDAY AFTERNOON SESSION

September 13, 1962

The Thursday afternoon session of the Convention convened at 2:15 P.M. with President Randolph presiding as Chairman.

PRESIDENT RANDOLPH: Will the Convention please be in order. The first order of business will be the report of the Resolutions Committee.

BROTHER M. P. WEBSTER: Secretary McNeal of the Resolutions Committee will read the report of the Resolutions Committee.

BROTHER T. D. McNEAL: Mr. Chairman, Fellow Delegates:

Your Committee on Resolutions and Constitution had a total of sixty-three resolutions submitted to it for consideration and recommendation.

As in all trade union conventions, it developed that this Committee was required to spend many hours of reading, discussing, analyzing and reaching decisions on recommendations on the many proposals before the group. No resolution was lightly taken or given less than full, careful consideration.

The Committee invited delegates whose locals submitted resolutions to appear before the group and to spend as much time as they desired in explaining the reasons why their locals felt that their resolutions should be adopted.

The final yardstick used by your Committee in reaching a decision on each resolution was the answer to the simple, straightforward question: "Would the adoption of this resolution benefit the members of this Organization in particular, or workers in general?" If we honestly felt that the answer was yes, we are recommending concurrence. If not, we are recommending non-concurrence.

The Committee suggests, in the interest of making a clear record of our deliberations here, that each delegate who is recognized to speak on a question begin by going to a microphone and clearly and distinctly state his name and local division. The reporter is located at the front of the room. If he cannot hear you, your remarks will most likely not appear in the printed record you will receive later.

All resolutions were duplicated and are in the hands of the delegates. We hope you have given them serious study. In any event, I suggest the delegates use their copies of the resolutions in following and discussing the report of the Committee.

Before we get into the body of the report of the Committee, I have here a special resolution submitted by the International Executive Board and approved by the Committee on Resolutions and Constitution, entitled: "Gradual Reduction of the International Executive Board."

Each of you have a copy of this; you can read along with me.

Whereas, the present Constitutional provisions pertaining to the size and structure of the International Executive Board was adopted in 1930, at a time when the potential membership of the Brotherhood was at least three times as big as it is today, with no indication of a decline in the railroad passenger business; and

Whereas, due to the decline of passenger business in recent years, the membership of the Brotherhood has been substantially reduced and there is little or no evidence of a possible increase in the membership; and

Whereas, due to the decrease in the income of the Brotherhood, the Brotherhood is presently operating at about fifty thousand dollars a year deficit, making a substantial reduction in the International overhead mandatory; therefore be it

Resolved, that the International Executive Board be reduced, as vacancies occur, to the following: an International President, International Secretary -Treasurer, two International Vice-Presidents and five lay members; and be it further

Resolved, that the International President and International Executive Board be and are hereby instructed that no present or future vacancy on the International Executive Board be filled other than the International President and International Secretary-Treasurer, until the above mentioned Executive Board of nine members be reached; and be it finally

Resolved, that the International Executive Board be hereby directed to present to the next Convention the proper amendment to the International constitution so as to comply with this resolution.

Mr. Chairman, I move the adoption of this resolution.

. . . Motion duly seconded by Vice President M. P. Webster. . . .

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the resolution be adopted. Are there any remarks? Hearing none, all in favor make it known by saying "aye"; those opposed, by saying "no." The "ayes" have it and so it is ordered.

BROTHER McNEAL: Resolution No. 1 - Presented by the International President.

SHORTER WORK MONTH

Probably no class of workers in American and Canadian industrial history have worked as long hours as Pullman and Canadian Pacific Railway porters that from the beginning of the Pullman and Canadian Pacific Railway systems up to the late 1920's simply worked thirty days a month without regard to the number of hours involved.

The advent of the anti-trade union American Plan, with its notorious company union, euphimistically and deceptively called Industrial Parliaments, Plans of Employee Representation, through which Yellow Dog contracts were imposed upon workers to keep them from seeking to organize bona-fide trade unions, followed the collapse of the steel strike in 1919.

Under the Plan of Employee Representation of Pullman, porters worked on an 11,000 mileage work month which represented around 366 hours a month, or some 91 hours a week, without reference to sleep time. This was probably the longest work month ever imposed upon a group of workers under specific agreement rules. A comparable work month was maintained on the Canadian Pacific.

The first break in this Simon Legree worktime pattern came in 1937 when the Brotherhood of Sleeping Car Porters, after winning an historic representation election in the United States in 1935, went on to negotiate probably the second agreement on the railroads - the sleeping car conductors being the first - which covered employees on practically every railway system from coast to coast in the history of organized railway labor.

The Pullman porters' first bona fide agreement, negotiated by the Brotherhood, provided for the first 8-hour day, or 240-hour work month, service employees of color had ever secured on the railroads. Of course, its major defect consisted in the fact that 20 hours of elapsed time followed 240 hours, prior to payment of time and one-half for overtime. From the 240-hour work month, the Brotherhood negotiated a revision in the agreements for porters in the United States and Canada for the 205 and 208 hour work month respectively.

Now, with the relentless march of railroad organizational and mechanical technology, resulting in the consolidation and coordination of railway districts and systems, giving rise to the discontinuance of passenger operations and the consequent displacement of porters and attendants, along with other railroad employees, the 205-hour workmonth is much too long.

It is outmoded. It is outdated.

Today, according to a recent Presidential Emergency Board dealing with the case of Pullman Conductors for a 180-hour work month, 95 percent of all employees in the railroad industry work on a 40-hour week basis, and only 5 percent work more than 40 hours a week. These are the service workers and their bosses, namely the porters and attendants, dining car employees, and the sleeping car conductors and dining car stewards.

Realizing that the time has come for service railway workers to make an effective bid to catch up with the parade of the shorter work week and shorter work month, the leadership of the Brotherhood called the leaders of the dining car employees and the red caps to a conference to discuss ways and means of developing a united front to fight for a shorter work month, but the leaders of the dining car employees considered the shorter work month for dining car employees was impractical and unworkable and that, strangely enough, dining car employees could not affort it. Being unable to work out any unity of planning and action to struggle for a shorter work month with the dining car unions, the leadership of BSCP decided to travel the road to the objective of a shorter workmonth alone.

Thus, in order to determine if the porters and attendants in the United States and Canada wanted to reduce the workmonth without reducing wages, and if they would stand up and fight when the chips were down and the going got rough, leaders of the Brotherhood took to the road and carried the problem to the membership. The response, though weak with some of the brothers, was, on the whole, immensely encouraging.

Hence, a major policy decision was made by the International Executive Board that the International President send Section 6 notices, under provisions of the Railway Labor Act, to four carriers where the bulk of the membership is - Pullman, New York Central, Rock Island and the Soo Line - and to follow the same procedure with the other railway carriers in the United States and Canada to follow the work and wage rules pattern set by Pullman.

It was also decided that two major steps had to be taken effectively to implement this policy decision. One, raise funds to pay for the fight so as not to deplete the existing treasury - a normally invariable financial policy of national and international unions. Hence, a special emergency assessment was levied on the membership. Second, steps were mapped to take a strike vote on these four roads.

What is the purpose of the movement for a shorter work month? The answer is - to make more jobs. It is estimated that the 40-hour week, or 173 hours of work a month, will create a thousand new jobs, more or less. All movements to reduce the work month, week, or day, have as their single objective the creation of additional employment.

During the nineteenth century and early part of the twentieth century, the aim of reducing the work time was chiefly humanitarian, in the sense that the concern was to provide rest time for recuperation of workers from physical and nervous exhaustion which tended to increase accidents of workers, which, in turn, developed hazardous conditions to the public. But in these times of the revolution of automation, the workers are not only fighting for more jobs but also for job protection.

Without job protection the possession of a job is an illusion. This is the reason for the movement for job stabilization and protection. Probably the first major step in this direction was the negotiation of the Washington Job Protection Agreement between railroad unions and railway carriers in 1936, following the expiration of the Emergency Railroad Transportation Act of 1933.

Because no viable railroad trade unions concerned about the fate and fortune of black workers had come into existence, the Washington Job Protection Agreement has never covered them. When application, sanctioned by the Railway Labor Executives' Association, was made by the Brotherhood to secure coverage under the Agreement, it was turned down by the railway carriers, probably both because of race and the additional cost factor.

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters, AFL-CIO/CLC:

1. Endorses the action of the International Executive Board in projecting the movement for the achievement of the 40-hour week, or 173-hour work month, without a reduction in wages, as right, timely and proper, and long overdue.

2. Endorses the correlative movement of job stabilization and protection.

3. Calls upon all officials and members, together with their families, to rally and support the fight to win the shorter work month, without a reduction in pay and job stabilization and job protection.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . Motion duly seconded by Vice President M. P. Webster.

PRESIDENT RANDOLPH: Now, the Chair would like to suggest that there be some discussion of a major resolution such as this. This is a major policy resolution, and it is perhaps the most significant resolution that has come before the Convention of the Brotherhood of Sleeping Car Porters in its entire existence. As a matter of fact, I do not recall the time when a national movement for the reduction in work time was ever initiated by workers of color before. This resolution proposes to reduce the work month, without reduction in pay. If that is accomplished it will make a thousand more jobs.

Now, brothers, I think a resolution like this bears talking about - one thousand more jobs, and the big problem before the workers on the railroads today is jobs, not only for Negro workers but all of the workers on the railroads. In 1940 there were about 1,500,000 workers in the railroad industry; today there are less than 800,000, so you can readily see that jobs are vanishing.

Consequently, the big issue before all workers is: "How can we make more jobs?" You have dieselization of the engine, you have yards under the operation of radar and electronic machinery - Central Traffic Control - a virtual elimination of the human element in railroad yards.

What are we going to do? The machine has no family, the machine buys no food or clothes, pays no rent, and the purpose of dieselization, of mechanization, is to reduce the cost of operation, through the machine. It means displacing human labor; jobs disappear, men no longer draw wages with which to maintain their families.

This is a serious question. Now, workers of color are already sustaining a tremendous and terrific loss in jobs on the railroad. We have lost ground as Firemen in the engine cab. At one time the Atlantic Coast Line, the Seaboard Air Line, the Central of Georgia, the Louisville & Nashville - all southern roads, at one time practically 75 percent of the Locomotive Firemen were Negroes; today it will be difficult to find Negroes constituting 10 percent of the Locomotive Firemen in the South. The same thing is true with respect to the Trainmen. I remember the time when you couldn't see anybody else on a boxcar but a Negro, but now it is hard to find a Negro on a boxcar - the Negro Brakeman is vanishing. The same thing is true with respect to Switchmen; at one time practically all the yards in the South were black - today they are white.

One of the reasons for this is that when President Wilson set up the Railroad Administration and put William Gibbs McAdoo to head it, McAdoo began to raise the wages of the railway workers and these jobs became attractive. The white workers went out to get the jobs, and they had these powerful unions and the unions began to drive Negroes from the railroads.

And they are succeeding! There are instances where railroad unions have threatened railway carriers with a strike if they employed Negroes as firemen on the locomotives on certain roads in the South. In the lower Mississippi Valley railroad unions used goons and the Ku Klux Klan to shoot black workers out of the engine cabs.

This is the problem we face, and unless Negro workers themselves take definitive action to protect their jobs I predict that within the next ten years there will not be a black man sitting in an engine cab as a locomotive fireman.

There has got to be some radical revolution in the railroad industry to save the Negro worker on the railroad.

That is the reason for this resolution!

Now, we have a number of small unions in the train service area of the railroad industry. We have a few dining car employees, a few red caps, and we have the Brotherhood of Sleeping Car Porters. All of these groups ought to be in the Brotherhood of Sleeping Car Porters; we ought to have one big union on the railroads, of colored workers, in order that we might be able to mobilize sufficient power to advance the rights and protect the interests of Negro railroad workers. That ought to be done, but the colored workers have not awakened to the danger that lies ahead.

Here you have the Pennsylvania Railroad representing about two billion dollars in assets, and the New York Central, about two billion dollars or more in assets - they find it necessary to combine, to merge, into one gigantic railroad corporate entity. Yet, you have a few struggling Negro workers wanting to remain independent! The result is that they are going to be swallowed up and, sooner or later, you won't be on the railroads at all.

Brothers, we are in a job crisis. The Brotherhood of Sleeping Car Porters is the only organization among peoples of color in this country, or in the United States, which is pointing this thing out and, while I am glad to see that our brothers have no opposition to this resolution, not having any opposition is one thing, but being positive and definite and definitive in support of the resolution is necessary - that's another thing!

Now, to our Canadian brothers. I understand that there is some opinion among them to the effect that even though we may win the forty-hour week in the United States it is very unlikely that they would ever be able to win it over here. That is not correct. The forty-hour week in the United States became a national labor policy in 1938 when the Fair Labor Standards Act was enacted into law by the Congress of the United States. Following the securing of the forty-hour week in the United States, in 1950, here in Canada, the non-operating railway employees secured the forty-hour week.

What does that indicate? It indicates that the general pattern of work rules that is established on the railroads in the United States is usually followed by the railways in the Dominion of Canada.

Consequently, the Brotherhood is taking the initiative, leading the fight, serving as the pilot in pulling these hours of work down, and all the train service employees in the United States and the Dominion of Canada will benefit from the achievement and the success of this resolution by the Brotherhood of Sleeping Car Porters. All of them will succeed in eventually getting the forty-hour week.

Ninety-five percent of railroad employees today in the United States enjoy the forty-hour week; only five percent of the railroad workers do not have the forty-hour week in the United States.

Well, now, if ninety-five percent of the railroad workers enjoy the forty-hour week in the United States, how can any Presidential Commission which investigates the movement projected by the Brotherhood of Sleeping Car Porters to reduce the work month to a forty-hour week, or 173 hours per month . . . how can any Commission which has granted the forty-hour week to other non-operating railroad employees deny it to the five percent, largely represented by Negroes in our industry?

The Brotherhood is certain to win this fight if we have united support among the men, and when we win it in the United States we are bound to win it in Canada . . . not only for our colored brothers in Canada but for white train service employees too.

Now, the process is - we have already filed our application with the National Mediation Board and, no doubt, when I get back to New York I will have some communication from the Board that a mediator, several mediators perhaps, will be assigned to this case, because this case is of historical significance; it is dealing with a national situation. Mediators will be conferring with the Brotherhood and the Pullman Company, the New York Central, the Soo Line and the Rock Island, with respect to resolving this matter, and if the Mediation Board is unable to resolve this question then we will create a crisis situation by the announcement of a strike date. When an announcement of a strike date is made either the National Mediation will recommend to President Kennedy, before we set a strike date, that a National Presidential Emergency Commission be established to investigate this dispute, or it will do it afterwards. And then our economists, our lawyers, will move in and the Brotherhood will present its case to the Presidential Commission. We will have all our facts organized and mobilized. This will be a major national railroad dispute - none will be more significant in the history of the United States than this dispute.

Brothers, your very survival on the railroad lies in this resolution! I hope you will be fully aware and conscious of this step about to be taken because when this resolution is adopted, the United States National Mediation Board, all the carriers in the country, both in the United States and Canada, all the people in both the United States and Canada, will be apprised of the fact of this step taken by the Porters and Attendants, the members of the Brotherhood of Sleeping Car Porters, to reduce the work month to make more jobs because of the fact that jobs are vanishing into thin air.

So, brothers, I hope that when we leave here you will go forward as missionaries carrying the gospel of the Brotherhood of Sleeping Car Porters to liberate and emancipate the train service employees on the railroads from these tremendously long hours. We are working fifty-one hours a week and, as a matter of fact, even when we get the forty-hour week we will be putting in a number of hours during sleep time, during layover time, and things of that sort.

We do not contend that even the forty-hour week is the solution, but it is a rational, basic, scientific, practical, positive and definitive step on which to build for the future.

And, so, if no one else wants to talk . . . Brother Shackelford of Chicago. . .

BROTHER L. J. SHACKELFORD, JR. I just want to call to the attention of the delegates here that some time early in February, when this program was first initiated, we started to have a series of meetings in Chicago. At some of these meetings Brother Webster presided; when Brother Webster was out of town, I presided.

We called in every man who is a member of the Chicago Division, and we set forth in these meetings the program of the Organization with regard to the reduction in hours and when we finished these meetings, or just before we adjourned, we polled each man individually to find out his thinking on the shorter work month, and I might tell you delegates here that of all these meetings we had - one month we were wondering if we were going to do anything else, because of so many meetings - I can only recall two men who said that they did not want to support the Organization in this program. The reason why one of the men did not want to support us . . . he was one of the men who was a member of the Illinois Central Local and we found out later that he was mad about something.

It has been the consensus of opinion of most of the Chicago Division members that this is a good thing, and long overdue. We should have had a reduced work month a long time ago, and the Chicago Division supports it. As far as the twenty-five dollar tax is concerned . . . I think, maybe, six men have not paid the tax, and by the time we get back to Chicago I think those men will have paid the tax.

BROTHER H. N. REDDICK: I would like to express an opinion on this resolution. We may have disagreement here and there, but this is a matter of personal salvation when you think of the years we have spent with the Pullman Company and other railroad carriers. We must work wholeheartedly for the successful conclusion of this resolution. We cannot tolerate the luxury of personalities in carrying out this fight.

Ninety-five percent of the men from Tampa have paid the tax, but if we fail in this fight, as Brother Randolph said, in ten years there won't be any colored men in the locomotive cabs, and there will be very few men operating on the railroads.

So, brothers, in your own personal interest I am appealing to you, in order to carry your railroad career successfully to conclusion, to fight wholeheartedly for this resolution and forget about what you like and dislike, because that won't matter in the end when you're on the streets.

BROTHER L. G. LEVERETTE: Mr. Chairman: L. G. Leverette, Twin Cities Division, St. Paul, Minnesota: Regardless of what we say about this resolution, and what we intend to do about it, we have been instructed on these things before this convention, and yet there has been only one resolution introduced in this convention endorsing what the Executive Board has put forth before the convention.

We say we have faith, we have confidence, in our leaders and the executive officers of this organization, and yet we have not brought a resolution in here endorsing the shorter work month. The only resolution we have is the resolution coming from the International President.

I think, my friends, that this is the reason we have a trend of thinking in the organization. We do not endorse, we do not publicize, we do not take cognizance of what is going on in the Executive Board. Mr. Chairman, if each one of us resolved, as we leave this convention, that we will go to our several locals, publicize what has gone on in this convention, tell of the things that have transpired and the good that we will derive from them, and if we will take note of the character upon which this organization is built, the men who helped build this organization, then I think we will be on the road to success and when the Organization launches a program for the good of the organization, then the entire membership will echo with one voice that it can be done, it must be done, and it will be done!

PRESIDENT RANDOLPH: Thank you, Brother Leverette. Brother Sealy of the Montreal Division.

BROTHER J. M. SEALY: Mr. Chairman, Officers and Delegates: I listened very attentively. We, in Montreal, are very pleased to hear about this 173 hours. The only thing we are puzzled about is how we are going to go about it, due to the particular kind of situation we are in.

We are affiliated with Frank Hall and, as you have stated, in 1950 he was able to get for the Non-Ops the forty-hour week; we accepted the fifty-two hour week. It would appear that in order for the Brotherhood of Sleeping Car Porters to get the forty-hour week for us, we would have to either have Frank Hall not negotiate within the next period of two years and then we'll go in ourselves, or else we would have Frank Hall negotiate for us through your direction. Now, they cannot very well ask for a forty-hour week a second time, because they already have it.

The Canadian delegates would like to have this information because it is vital to us in carrying on this program.

PRESIDENT RANDOLPH: May I say, Brother Sealy and Brothers, in connection with the observations concerning the negotiation for the forty-hour week here in Canada that after this movement has been finished in the United States, the Organization itself proposes to initiate the movement for a forty-hour work week for the train service employees here in Canada and not through Frank Hall, the Chairman of the Non-Operating Railway Employees of Canada.

In the United States, in 1938, the forty-hour week became a national labor policy and the non-operating railway employees secured the forty-hour week around 1940. But the fact that they got it in 1940 doesn't mean that we can't get it.

We're initiating the movement ourselves, not through the non-operating

We do not contend that even the forty-hour week is the solution, but it is a rational, basic, scientific, practical, positive and definitive step on which to build for the future.

And, so, if no one else wants to talk . . . Brother Shackelford of Chicago. . .

BROTHER L. J. SHACKELFORD, JR. I just want to call to the attention of the delegates here that some time early in February, when this program was first initiated, we started to have a series of meetings in Chicago. At some of these meetings Brother Webster presided; when Brother Webster was out of town, I presided.

We called in every man who is a member of the Chicago Division, and we set forth in these meetings the program of the Organization with regard to the reduction in hours and when we finished these meetings, or just before we adjourned, we polled each man individually to find out his thinking on the shorter work month, and I might tell you delegates here that of all these meetings we had - one month we were wondering if we were going to do anything else, because of so many meetings - I can only recall two men who said that they did not want to support the Organization in this program. The reason why one of the men did not want to support us . . . he was one of the men who was a member of the Illinois Central Local and we found out later that he was mad about something.

It has been the consensus of opinion of most of the Chicago Division members that this is a good thing, and long overdue. We should have had a reduced work month a long time ago, and the Chicago Division supports it. As far as the twenty-five dollar tax is concerned . . . I think, maybe, six men have not paid the tax, and by the time we get back to Chicago I think those men will have paid the tax.

BROTHER H. N. REDDICK: I would like to express an opinion on this resolution. We may have disagreement here and there, but this is a matter of personal salvation when you think of the years we have spent with the Pullman Company and other railroad carriers. We must work wholeheartedly for the successful conclusion of this resolution. We cannot tolerate the luxury of personalities in carrying out this fight.

Ninety-five percent of the men from Tampa have paid the tax, but if we fail in this fight, as Brother Randolph said, in ten years there won't be any colored men in the locomotive cabs, and there will be very few men operating on the railroads.

So, brothers, in your own personal interest I am appealing to you, in order to carry your railroad career successfully to conclusion, to fight wholeheartedly for this resolution and forget about what you like and dislike, because that won't matter in the end when you're on the streets.

BROTHER L. G. LEVERETTE: Mr. Chairman: L. G. Leverette, Twin Cities Division, St. Paul, Minnesota: Regardless of what we say about this resolution, and what we intend to do about it, we have been instructed on these things before this convention, and yet there has been only one resolution introduced in this convention endorsing what the Executive Board has put forth before the convention.

We say we have faith, we have confidence, in our leaders and the executive officers of this organization, and yet we have not brought a resolution in here endorsing the shorter work month. The only resolution we have is the resolution coming from the International President.

I think, my friends, that this is the reason we have a trend of thinking in the organization. We do not endorse, we do not publicize, we do not take cognizance of what is going on in the Executive Board. Mr. Chairman, if each one of us resolved, as we leave this convention, that we will go to our several locals, publicize what has gone on in this convention, tell of the things that have transpired and the good that we will derive from them, and if we will take note of the character upon which this organization is built, the men who helped build this organization, then I think we will be on the road to success and when the Organization launches a program for the good of the organization, then the entire membership will echo with one voice that it can be done, it must be done, and it will be done!

PRESIDENT RANDOLPH: Thank you, Brother Leverette. Brother Sealy of the Montreal Division.

BROTHER J. M. SEALY: Mr. Chairman, Officers and Delegates: I listened very attentively. We, in Montreal, are very pleased to hear about this 173 hours. The only thing we are puzzled about is how we are going to go about it, due to the particular kind of situation we are in.

We are affiliated with Frank Hall and, as you have stated, in 1950 he was able to get for the Non-Ops the forty-hour week; we accepted the fifty-two hour week. It would appear that in order for the Brotherhood of Sleeping Car Porters to get the forty-hour week for us, we would have to either have Frank Hall not negotiate within the next period of two years and then we'll go in ourselves, or else we would have Frank Hall negotiate for us through your direction. Now, they cannot very well ask for a forty-hour week a second time, because they already have it.

The Canadian delegates would like to have this information because it is vital to us in carrying on this program.

PRESIDENT RANDOLPH: May I say, Brother Sealy and Brothers, in connection with the observations concerning the negotiation for the forty-hour week here in Canada that after this movement has been finished in the United States, the Organization itself proposes to initiate the movement for a forty-hour work week for the train service employees here in Canada and not through Frank Hall, the Chairman of the Non-Operating Railway Employees of Canada.

In the United States, in 1938, the forty-hour week became a national labor policy and the non-operating railway employees secured the forty-hour week around 1940. But the fact that they got it in 1940 doesn't mean that we can't get it.

We're initiating the movement ourselves, not through the non-operating railway employees group in the United States. This is an independent movement initiated by the Brotherhood of Sleeping Car Porters for its members, and we are going to get a National Presidential Commission, established by President Kennedy, just as the Non-Operating Railway Employees secured a Presidential Commission to investigate the dispute which resulted in their securing the forty-hour week in the United States. And when we come to Canada, we will proceed along the same lines to secure the forty-hour week as the Canadian non-operating group did in 1950.

As an independent, international organization, we have the right under the law to initiate any movement we see fit to initiate, for the purpose of advancing the interests and protecting the rights of the members we represent on the Canadian Pacific. Our organization knows as much about the problems involved, about the law involved, as Brother Frank Hall or any group of non-operating railway employees. Also, we are a part of the Railway Labor Executives' Association in the United States and the Association went on record supporting this movement, as a result of the presentation of our movement for the shorter work week by Brother Webster to that group.

Don't have any illusions about the ability of the Brotherhood of Sleeping Car Porters to carry on a program and to successfully achieve its objective. It can be done, and there is ample evidence of that fact. The Brotherhood abolished the company union, as Brother Webster has indicated, and built the wage structure for the Porters and Attendants in Canada just as we did in the United States. Now we are going to abolish these long hours that these men work, and create more jobs.

So, there is no question whatsoever about the ability of the Brotherhood to wage a successful fight to get the same work month in Canada that the Organization will get for the Porters and Attendants in the United States. Now we are proposing to win this forty-hour week first in the Pullman Company, the New York Central, Rock Island and the Soo Line. When this is done, we will move to the other thirty-one railroads in the United States and then come to Canada and carry on the same campaign. That is the way it will be.

BROTHER A. L. PAYNE: Mr. Chairman: A. L. Payne, Delegate, Chesapeake & Ohio, Washington, D. C. I have endorsed the program. For the benefit of Brother Leverette who said there was no other resolution presented endorsing the program, if he will wait until the Train Porters' Committee presents its report he will see a resolution endorsing this program.

Along with that, I want to say that when President Randolph and Brother McLaurin met in Washington, I met jointly with the Pullman members and I endorsed it there. Every man on the C. & O. has paid his tax except two men who have been in the hospital. We are fully in accord with the program. Our extra men were the first ones to vote for it because they knew it meant work for them. We are behind the Organization in this program, and if it has to go for another year we will still support it.

BROTHER J. D. LEFTRIDGE: Mr. Chairman: J. D. Leftridge of Portland Oregon. I am the delegate from that Local and I want to tell all of you that our Local is 100 percent behind the movement. All of our men have paid the twenty-five dollar tax and every man has signed the strike ballot and is willing and ready to go through with it. You may rest assured whatever you say or do, just put down that Portland, Oregon will be behind you one hundred percent,

BROTHER T. D. McNEAL: Mr. Chairman, I appreciate the concern of the International President about the lack of expression here, but I think the men have already spoken loud and clear on this matter.

I come from the Southwest where, in St. Louis, we have the third largest local division in the organization and, on the question of whether or not we would back up the organization in striking and stopping the cars if we don't get the things we are demanding, at St. Louis ninety-nine and one-half percent voted on the strike, and one hundred percent voted to strike and stop the cars if we don't get it. The same picture is true at Fort Worth. At New Orleans - our fourth largest district - ninety-eight percent of the men voted on the question of striking to enforce this demand, and ninety-seven and one-half percent voted to get down.

Even at Houston, Texas where we have had tremendous problems, we had a ninety-eight percent vote, and ninety-nine percent voted to stop the cars if we do not get the forty-hour week. And, this is true in places like Memphis, and throughout the southwestern part of the United States. These ballots are now in the New York office, signed by these men. We had a ninety-nine percent vote to back the organization by stopping the cars unless we get the forty-hour week.

Now, I think that is loud and clear from the men who are expected to use the one weapon we have in the event the companies do not accede to our demands. As a member of the Train Porters' Committee in this convention, I am gratified that they insisted on adopting a resolution from the Train Porter Locals pledging themselves to give the sleeping car men one hundred percent support in the struggle.

Most of the men here are leaders of locals. The matter has been discussed at length and the membership of this organization is behind it. Therefore, Mr. Chairman, I suggest we move ahead and get a vote on the resolution.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the recommendation of the Resolutions Committee be adopted. All in favor make it known by saying "aye;" contrary, say "no." The "ayes" have it and so it is ordered.

BROTHER McNEAL: Resolution No. 2 - presented by the International President.

COLONIALISM

Colonialism, the modern system of human slavery, still blocks the path of a large segment of African peoples from achieving their human right of determining their own national destiny. African labor leaders, that have been and still are in the forefront of the historic struggles of African nationalism, proclaim their demand for the complete eradication of all of all vestiges of colonialism to be essential for the full attainment of human dignity, economic progress and social justice.

While the world is witness to the birth of the new Algerian state and of Rwanda and Burundi, the nationalist aspirations of the African peoples in Portuguese Angola, the Rhodesias, Nyasaland and Aden;

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Montreal, Canada, September 1962, go on record as demanding the complete abolition of colonialism in Africa in all its forms so that the principles of freedom and self-determination may become a living reality for all the peoples of the world, and unequivocally condemns with equal force another form of colonialism which tramples underfoot the genuine aspirations for national freedom of the peoples in the Communist totalitarian orbit; and further calls upon the new nations to preserve their dearly won freedom and neo-colonialism which aims at replacing the old colonial order by economic and political domination and exploitation.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . Motion duly seconded by International Vice President M. P. Webster.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the recommendation of the Resolutions Committee be adopted. All in favor make it known by saying "aye;" contrary say "no." The "ayes" have it and so it is ordered.

BROTHER McNEAL: Resolution No. 3 - presented by the International President.

THE 35-HOUR WEEK

The original purpose and program of the trade union movement, which grew out of the Industrial Revolution and factory system in the beginning of the nineteenth century, was to increase wages and reduce hours of work.

Because of the intolerable social misery and wretchedness, economic exploitation and impoverishment of the workers, due to low wages and long hours of work, long and violent strikes were carried on by the unions.

As a result of the unremitting struggles of the organized workers, the workday and workweek were reduced from the early work period of from sunrise to sunset to the 12-hour day and, finally, to the 10 and 8-hour day. It became apparent practically a quarter of a century ago that the 8-hour day, or 48-hour week, was too long for workers to labor because of the trend of mechanization, high productivity of the workers and the physical strain involved, so the Fair Labor Standards Act was enacted by the Congress, which provides for the 40-hour week.

Now, even the 40-hour week is construed by labor to be too long, in the light of the lessons of the revolution of automation and the present unemployment of some five million workers, with an additional two million workers on part-time; the yearly displacement of 1,800,000 workers, more or less, as a result of technological change, and the addition of a million and a half new workers to the workforce annually.

Hence, in order to help successfully to meet this crucial problem of national unemployment around five million, over a period of ten years, more or less, compounded by the phenomenon of hard core or semi-permanent structural unemployment, a reduction of the standard workweek should be from 40 to 35 hours.

A 35-hour workweek projected by the Executive Council of the AFL-CIO at its Chicago meeting, June 1962, will stimulate the economies of the United States and Canada by providing increased purchasing power as a result of increased jobs, thereby providing a higher standard of living for the nation as a whole.

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Montreal, Canada, September 1962, go on record as endorsing and supporting the 35-hour week movement.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . Motion seconded by International Vice President M. P. Webster.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the recommendation of the Resolutions Committee be adopted. All in favor make it known by saying "aye;" contrary say "no." The "ayes" have it and so it is ordered.

BROTHER McNEAL: Resolution No. 4 - submitted by the International President.

UNION LABEL

Whereas, as the union label is the sign of the fact that a product has been produced by union labor;

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters assembled in Montreal, Canada, September 1962, go on record as endorsing and supporting the union label for the benefit of union labor.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . Motion seconded by International Vice President M. P. Webster.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the recommendation of the Resolutions Committee be adopted. All in favor make it known by saying "aye;" contrary say "no." The "ayes" have it and so it is ordered.

BROTHER McNEAL: Resolution No. 5 - presented by International President A. Philip Randolph.

RIGHT-TO-WORK LAWS

Whereas, the so-called Right-to-Work laws are a fraud and imposition upon well-meaning but uninformed workers and citizens, since these phony laws do not give workers the right to work, but are designed to destroy the labor movement;

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters assembled in Montreal, Canada, September 1962, go on record as condemning the right-to-work laws movement as not only the enemy of the trade union movement but are also anti-democracy.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . Motion seconded by Brother Bailey F. Morris, Twin Cities.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the recommendation of the Committee be adopted. Are there any remarks? Hearing none, all in favor make it known by saying "aye;" contrary say "no." The "ayes" have it and so it is ordered.

BROTHER McNEAL: The subject of Resolution No. 6, submitted by International President A. Philip Randolph, is the AFL-CIO Codes of Ethical Practices. The AFL-CIO requires that this be read in full to the convention before acting upon it. I shall, therefore, read it.

LOCAL UNION CHARTERS (Approved by the AFL-CIO Executive Council, August 29, 1956)

The AFL-CIO, as one of its specific objectives, has a constitutional mandate "to protect the labor movement from any and all corrupt influences..."

The Committee on Ethical Practices has been vested by the AFL-CIO constitution with the "duty and responsibility" to assist the Executive Council in its determination to keep the AFL-CIO "free from any taint or corruption . . ."

As the Statement on Ethical Practices adopted unanimously by our First Constitutional Convention pointed out, "The vast majority of labor union officials accept their responsibility and trust . . . Yet the reputations of the vast majority are imperiled by the dishonest, corrupt, unethical practices of the few who betray their trust and who look upon the trade union movement not as a brotherhood to serve the general welfare, but as a means to advance their own selfish purposes . . ."

The statement of our constitutional convention specifically called upon our affiliated national and international unions "to take whatever steps are necessary within their own organizations to effect the policies and ethical standards set forth in the constitution of the AFL-CIO." The same resolution pledged the "full support, good offices and staff facilities" of the Ethical Practices Committee to our affiliated national and international unions in "their efforts to carry out and put into practice the constitutional mandate" to keep our organization free of corruption.

At its June, 1956 meeting the Executive Council directed the Committee on Ethical Practices "to develop a set of principles and guides for adoption by the AFL-CIO in order to implement the constitutional determination that the AFL-CIO shall be and remain free from all corrupt influences" and directed that such recommended guides and principles be submitted to the Council.

In accordance with these constitutional responsibilities and mandates, the Committee on Ethical Practices, in the period since its formal creation, undertook an analysis of the issuance of local union charters as it relates to the problem of corruption. The code recommended in this report is the first in a series which the Committee plans to develop in accordance with the Executive Council's direction.

The Committee found that in this area, as in the field of union welfare funds, the instances of corruption are relatively rare. The vast majority of local union charters are issued by the affiliated national and international unions of the AFL-CIO for legitimate trade union purposes and without any taint or possibility of corruption. In a few instances, however, local union charters have fallen in the hands of corrupt individuals who have used these charters for their own illicit purposes instead of legitimate trade union objectives.

The possession of charters covering "paper locals" has enabled such racketeers to victimize individual workers, employers and the general public, while giving a black eye to the labor movement. They have used these charters to enter into conspiracies with corrupt employers to prevent, for a price, the genuine organization of workers into legitimate unions, thus depriving these workers of the benefit of honest collective bargaining agreements. These racketeers also use a charter as a basis to falsely invoke the collective strength of the trade union movement for their illegitimate ends, thus demeaning the trade union's historic respect for the legitimate picket line, and injuring honest businessmen in the conduct of their affairs. A local union charter, improperly issued, can be used to control a local union unit vote, which negates the legitimate unit vote of bona fide local unions and thus subverts the democratic process within the trade union movement at various levels. A racketeer treats a charter as a "hunting license" to invade the jurisdictions of other national or international unions, in the interests only of corruption and dishonest gain, and to cloak with a respectable name a whole range of nefarious and corrupt activities.

Such corrupt practices are not widespread. But even the few instances in which local union charters have been corruptly used are too many. The name of the AFL-CIO, and of the national and international unions affiliated with it, must always be a trademark of ethical trade union practices.

Scrupulous adherence, the Committee believes, to certain traditional practices and principles of the trade union movement with reference to the issuance of local union charters will serve to prevent and to eliminate the specific evils in this area.

The basic principle with reference to the issuance of a local union charter is that the charter is, in all unions, a solemn instrument establishing a subordinate or affiliated body of the international union, composed of organized workers in a particular subdivision of the union. The Committee has made a study of the practices and constitutions of a great number of national and international unions with respect to the issuance of local union charters. In the vast majority of cases, the Committee found, there is a constitutional prohibition against the issuance of charters in the absence of application by a minimum number of bona fide employees, eligible for membership in the union, within the jurisdiction covered by the charter.

The specific rules governing the issuance of charters necessarily vary greatly from union to union. And each national and international union, as part of its autonomous right, has complete authority to prescribe the particular procedures governing the issuance of local union charters. But whatever the particular procedures, each autonomous union has the duty to see to it that the purpose of issuing local union charters is to promote the general welfare of workers. The constitution of the AFL-CIO makes it clear that no affiliate has an autonomous right to permit corrupt or unethical practices which endanger the good name of the trade union movement.

The Committee believes that implementation and enforcement of the basic principle that local union charters are to be issued only to give recognition to workers joining together in a subordinate or affiliated body of a national or international union, which is in fact expressed in the vast majority of union constitutions, will provide an effective method of preventing the kind of evils described in this statement.

Therefore, the Ethical Practices Committee, under the authority vested in it by the constitution of the AFL-CIO and pursuant to the mandate of the first constitutional convention of the AFL-CIO, recommends that the Executive Council of the AFL-CIO adopt the following policies to safeguard the good name of the AFL-CIO and its affiliated unions and to prevent any taint or possibility of corruption in the issuance of local union charters:

1. A local union charter, whether issued by the AFL-CIO or by any national or international union affiliated with the AFL-CIO, should be a solemn instrument establishing a subordinate or affiliated body. To assure this, the AFL-CIO and each national and international union, by constitution or administrative regulation, should require, for issuance of a local union charter, application by a group of bona fide employees, eligible for membership in the union, within the jurisdiction covered by the charter.

2. The purpose of issuing such charters should be to promote the general welfare of workers and to give recognition to their joining together in a subordinate or affiliated body.

3. A charter should never be issued to any person or persons who seek to use it as a "hunting license" for the improper invasion of the jurisdictions of other affiliated unions.

4. A charter should never be issued or permitted to continue in effect for a "paper local" not existing or functioning as a genuine local union of employees.

5. A charter should never be issued to persons who are known to traffic in local union charters for illicit or improper purposes.

6. The provision of the AFL-CIO constitution prohibiting the AFL-CIO and any affiliated national or international union from recognizing any subordinate organization that has been suspended or expelled by the AFL-CIO or any national or international union plainly includes and prohibits the issuance of a local union charter by the AFL-CIO or any affiliated national or international union to any group of individuals or any individuals suspended or expelled from the AFL-CIO or any affiliated national or international union for corruption or unethical practices.

7. The AFL-CIO and each national and international union shall take prompt action to eliminate any loop-holes through which local union charters have been or can be issued or permitted to continue in effect contrary to these policies.

8. The AFL-CIO and each national and international union shall take prompt action to insure the forthwith withdrawal of local union charters which have been issued and are now outstanding in violation of these policies.

RACKETEERS, CROOKS, COMMUNISTS AND FASCISTS (Approved by the AFL-CIO Executive Council, January 31, 1957)

This is the third in a series of recommended codes which the Committee on Ethical Practices has developed in accordance with the direction of the Executive Council that it should "develop a set of principles and guides for adoption by the AFL-CIO in order to implement the constitutional determination that the AFL-CIO shall be and remain free from all corrupt influences."

Article VIII, Section 7 of the Constitution of the AFL-CIO establishes that "it is a basic principle of this Federation that it must be and remain free from any and all corrupt influences and from the undermining efforts of communist, fascist or other totalitarian agencies who are opposed to the basic principles of our democrary and of free and democratic trade unionism." Under this constitutional provision there is no room within the Federation or any of its affiliated unions for any person in a position of leadership or responsibility who is a crook, a racketeer, a communist or a fascits. And it is the obligation of every union affiliated with the AFL-CIO to take appropriate steps to ensure that this principle is complied with.

To be sure, neither the AFL-CIO nor its affiliated unions are law-enforcing agencies. It is not within the purview or authority of a trade union to convict its members of a violation of statutory law. But it is the duty and responsibility of each national and international union affiliated with the federation to see to it that if is free of all corrupt, communist or fascist influences. Consequently, a trade union need not wait upon a criminal conviction to bar from office corrupt, communist or fascist influences. The responsibility of each union to see to it that it is free of such influences is not a responsibility placed upon our unions by law. It is a responsibility which rests upon our unions by the AFL-CIO Constitution and by the moral principles that govern the trade union movement. Eternal vigilance in this area is the price of an honest democratic trade union movement.

It is not possible, nor is it desirable, to set down rigid rules to determine whether a particular individual in a position of responsibility or leadership in the trade union movement is a crook, a racketeer, a communist or a fascist. Obviously, if a person has been convicted of a crime involving moral turpitude offensive to trade union morality, he should be barred from office or responsible position in the labor movement. Obviously also, a person commonly known to be a crook or racketeer, should not enjoy immunity to prey upon the trade union movement because he has somehow managed to escape conviction. In the same manner, the fact that a person has refrained from formally becoming a member of the Communist Party or a fascist organization should not permit him to hold or retain a position of responsibility or leadership in the trade union movement if, regardless of formal membership, he consistently supports or actively participates in the activities of the Communist Party or any fascist or totalitarian organization.

In this area, as in all other, determinations must be made as a matter of common sense and with due regard to the rights of the labor unions and the individuals involved.

On the basis of these considerations, the Ethical Practices Committee, under the authority vested in it by the Constitution of the AFL-CIO, pursuant to the mandate of the First Constitutional Convention of the AFL-CIO, recommends that the Executive Council of the AFL-CIO adopt the following policies to safeguard the good name of the AFL-CIO and its affiliated unions:

1. The AFL-CIO and each of its affiliated unions should undertake the obligation, through appropriate constitutional or administrative measures and orderly procedures, to insure that no persons who constitute corrupt influences or practices or who represent or support communist, fascist or totalitarian agencies should hold office of any kind in such trade unions or organizations.

2. No person should hold or retain office or appointed position in the AFL-CIO or any of its affiliated national or international unions or subordinate bodies thereof who has been convicted of any crime involving moral turpitude offensive to trade union morality.

3. No person should hold or retain office or appointed position in the AFL-CIO or any of its affiliated national or international unions or subordinate bodies thereof who is commonly known to be a crook or racketeer preying on the labor movement and its good name for corrupt purposes, whether or not previously convicted for such nefarious activities.

4. No person should hold or retain office or appointed position in the AFL-CIO or any of its affiliated national or international unions or subordinate bodies thereof who is a member, consistent supporter or who actively participates in the activities of the Communist Party or of any fascist or other totalitarian organization which opposes the democratic principles to which our country and the American trade union movement are dedicated.

CONFLICTS OF INTEREST (Approved by the AFL-CIO Executive Council, January 31, 1957)

This is the fourth in a series of recommended codes which the Committee on Ethical Practices has developed in accordance with the direction of the Executive Council that it should "develop a set of principles and guides for adoption by the AFL-CIO in order to implement the constitutional determination that the AFL-CIO shall be and remain free from all corrupt influences." Prior codes have dealt with the issuance of local union charters; welfare funds; racketeers, crooks and communists. The code herein recommended deals with conflicts of interest in the investment and business interests of union officials.

It is too plain for extended discussion that a basic ethical principle in the conduct of trade union affairs is that no responsible trade union official should have a personal financial interest which conflicts with the full performance of his fiduciary duties as a workers' representative.

Obviously an irreconcilable conflict of interest would be present if a trade union official, clothed with responsibility and discretion in conducting the representation of workers, simultaneously maintains a substantial interest in the profits of the employer of the workers whom he is charged with representing. Even though, in a particular instance, there may be no actual malfeasance in the representation of the employees involved, the opportunity for personal gain at the expense of the welfare of the employees whom the union official represents obviously exists.

Such a simple case, however, does not fully present the problems which exist, or may exist, in this area. There may be cases in which the conflict of interests is not so clear, but nevertheless exists. There are, on the ohter hand, forms of private investment which seem wholly devoid of any possibility of corruption or dereliction in trade union responsibility. It will be the purpose of this report to discuss some of the varying situations which may arise in this area and, on the basis of such discussion, to present a recommended code of minimum standards to which the Committee believes all trade union officials should adhere in their investment and business interests.

The problems in this area, of course, could all be eliminated by adoption of the simple principle that no trade union official should, under any circumstances, use his own personal funds or property in any form of business enterprise or investment. But the committee feels that it is both unnecessary and unwise to establish such a rigid standard for trade union officials; union officers and agents shoul not be prohibited from investing their personal funds in their own way in the American free enterprise system so long as they are scrupulously careful to avoid any actual or potential conflict of interest. The American trade union movement does not accept the principle that either its members or its leaders should own no property. Both union leaders and members have the right to set aside their own personal reserves for themselves and their families, and to invest and use those reserves in legitimate ways.

But the trade union leader does have certain special responsibilities which he must assume and respect because he serves as a leader in the trade union movement. And those responsibilities, the Committee believes, necessarily imply certain restraints upon his right to engage in personal investment, even with his own funds and on his own time. In a sense, a trade union official holds a position comparable to that of a public servant. Like a public servant, he has a high fiduciary duty not only to serve the members of his union honestly and faithfully, but also to avoid personal economic interest which may conflict or appear to conflict with the full performance of his responsibility to those whom he serves.

Like public servants, trade union leaders ought to be paid compensation commensurate with their services. But, like public servants, trade union leaders must accept certain limitations upon their private activities which result from the nature of their services. Indeed, the nature of the trade union movement and the responsibilities which necessarily must be accepted by its leaders, make the strictest standards with respect to any possible conflict of interest properly applicable.

It is plain, as already stated, that a responsible trade union official should not be the owner in whole or in part of a business enterprise with which his union bargains collectively on behalf of its employees. The conflict in such a case is clear.

It is almost equally clear, the Committee believes, that a trade union official should not be the owner of a business enterprise which sells to, buys from, or in other ways deals, to any significant degree, with the enterprise with which he conducts collective bargaining. Again, the possibility that the trade union official may be given special favors or contracts by the employer in return for less than discharge of his obligations as a trade union leader, exists.

Somewhat different considerations, however, apply to the ownership, through purchase on the open market or other legitimate means, of publicly traded securities. Employee ownership of stock is certainly a fairly common practice in American life. Often, indeed, there are special stock purchase plans designed to stimulate such employee investments.

On the other hand, ownership, even of publicly traded securities, in sufficient amounts to influence the course of management decision seems to the Committee incompatible with the proper representation of the employees by a trade union official.

The Committee believes, therefore, that the minimum standards of ethical conduct in this area should not forbid all investment by a trade union official in the corporate securities of companies employing the workers he represents. Such investment by a trade union official, however, should always be subject to the restriction that it is not acquired in an illegitimate or unethical manner, that it is limited to securities which are publicly traded, and that his interest should never be large enough so as to permit him to exercise any individual influence on the course of corporate decision.

There is nothing in the essential ethical principles of the trade union movement which should prevent a trade union official, at any level, from investing personal funds in the publicly traded securities of corporate enterprises unrelated to the industry or area in which the official has a particular trade union responsibility. Such securities offer a wide choice of investment and are, generally speaking, so far removed from individual stockholder control or influence that with the exceptions above noted, there is no reason to bar investment by trade union officials.

The same principles apply with respect to privately owned or closely held businesses which are completely unrelated to the industrial area in which the trade union leader serves.

On the basis of these considerations, the Ethical Practices Committee, under the authority vested in it by the Constitution of the AFL-CIO and pursuant to the mandate of the First Constitutional Convention of the AFL-CIO, recommends that the Executive Council of the AFL-CIO adopt the following policies to safeguard the good name of the AFL-CIO and its affiliated unions:

1. No responsible trade union official should have a personal financial interest which conflicts with the full performance of his fiduciary duties as a workers' representative.

2. No responsible trade union official should own or have a substantial business interest in any business enterprise with which his union bargains collectively, or in any business enterprise which is in competition with any other business enterprise with which his union bargains collectively.

3. No responsible trade union official should own or have a substantial business interest in a business enterprise a substantial part of which consists of buying from, selling to, or otherwise dealing with the business enterprise with which his union bargains collectively.

4. The provisions of paragraphs 2 and 3 above do not apply in the case of an investment in the publicly traded securities of widely-held corporations which investment does not constitute a substantial enough holding to affect or influence the course of corporate decision.

5. No responsible trade union official should accept "kickbacks", under-the-table payments, gifts of other than nominal value, or any personal payment of any kind other than regular pay and benefits for work performed as an employee from an employer or business enterprise with which his union bargains collectively.

6. The policies herein set forth apply to: (a) all officers of the AFL-CIO and all officers of national and international unions affiliated with the AFL-CIO, (b) all elected or appointed staff representatives and business agents of such organizations, and (c) all officers of subordinate bodies of such organizations who have any degree of discretion or responsibility in the negotiation of collective bargaining agreements or their administration.

7. The principles herein set forth apply not only where investments are made by union officials, but also where third persons are used as blinds or covers to conceal the financial interests of union officials.

CODES OF ETHICAL PRACTICES

In conformity with the constitution of the AFL-CIO, relating to corrupt or communist efforts to infiltrate the labor movement which will not only give bona fide organized labor an ugly image but will eventually cause its disruption and destruction;

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters, an affiliate of the AFL-CIO, assembled in Montreal, Canada, September 1962 go on record as:

1. Reads, endorses and adopts the Codes of Ethical Practices of the AFL-CIO.

2. Calls upon and orders each local division to have the Codes read at a series of meetings for the education and information of the membership and local officials.

3. Congratulates the AFL-CIO upon the formulation and adoption of the Codes of Ethical Practices as a stroke of constructive labor statesmanship.

Mr. Chairman, the Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . Motion seconded by Brother C. L. Dellums.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the recommendation of the Committee be adopted. Are there any remarks? . . . Brother Robinson, of Philadelphia?

BROTHER L. D. ROBINSON: I would suggest that we emphasize, through our various representatives, not to forget to read that article.

PRESIDENT RANDOLPH: Are there any further remarks? Hearing none, all in favor make it known by saying "aye;" contrary say "no." The "ayes" have it and so it is ordered.

BROTHER McNEAL: Resolution No. 7 - submitted by the International President, A. Philip Randolph

ALBANY, GEORGIA

The shcoking exhibition of totalitarian racism expressed in opposition to Negro citizens exercising their rights under the Bill of Rights and the Fourteenth Amendment to the Federal Constitution, guaranteeing access to, and use of, the facilities of the city - the simple objective of Dr. Martin Luther King and the great masses of Negro citizens - should stir the conscience of America and unite the Negroes of the nation to stand behind the gallant struggles for human dignity in this racially-biased southern community.

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters assembled in Montreal, Canada, September 1962, go on record as:

1. Condemning the persecution of Negroes and their white allies who fight against racial tyranny;

2. Denouncing the mass arrests of the champions of human rights;

3. Support the struggles of the militant leaders and followers for racial justice and equality, morally and financially;

4. Call upon President Kennedy to intervene in the interest of law and order, civil rights and civil liberties, not only to help the Negroes of Albany but American democracy.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . Motion seconded by Brother C. L. Dellums.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the Committee's recommendation be adopted. Are there any remarks? Hearing none, all in favor make it known by saying "aye;" contrary say "no." The "ayes" have it and so it is ordered.

BROTHER T. D. McNEAL: Resolution No. 8 - submitted by International President A. Philip Randolph.

AUTOMATION

While the automation revolution has brought within reach fulfillment of the age-old aspirations of humanity for a decent life for all, the fact is economists roughly estimate that jobs in the unskilled and semi-skilled categories are being abolished at the alarming number of two million a year.

Resolved, that the Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters assembled in Montreal, Canada, September 1962, go on record to:

1. Demand full trade union participation in decisions regarding the planning and execution of technological changes in order to prevent employers from taking steps resulting in unnecessary hardships to workers, or harmful to the community as a whole.

2. Combat economic concentration and the abuse by employers of their economic power.

3. Fight for wage and salary improvements to increase purchasing power and contribute to full employment.

4. Demand price reductions in order to insure the full purchasing value of the dollar.

5. Fight for shorter hours of work and longer paid holidays.

6. Fight for protection against loss of earnings in the case of a job transfer to work requiring a lesser degree of skill.

7. Demand establishment of adequate up-to-date training and retraining centers to enable workers displaced by technological change to obtain jobs at their customary wage levels; and establishment of modern vocational training centers geared to technical and job requirements of industry in today's space age.

8. Demand adequate severance payments to workers unavoidably displaced by technological changes.

9. Demand increased unemployment benefits for displaced workers.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . Motion duly seconded by Brother C. L. Dellums.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the report of the Committee be adopted. Are there remarks? Hearing none, all in favor make it known by saying "aye"; contrary say "no." The "ayes" have it and so it is ordered.

BROTHER McNEAL: Resolution No. 9 - submitted by International President A. Philip Randolph.

A substitute resolution was offered in lieu of Resolution No. 9. The substitute has been distributed to delegates on the floor.

FREE WILLIAM WORTHY

Whereas, William Worthy, correspondent for the Baltimore Afro-American, must return to the U. S. District Court in Miami, Florida to face a sentence of up to five years in prison, a fine of $5,000, or both, for the unprecedented "crime" of coming home to his native land without a passport, and

Whereas, before sentencing and during the protracted appeals, the Negro community must let President Kennedy know that this unwarranted prosecution places a serious blot upon the civil rights record of his administration; be it

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters assembled in Montreal, Canada, September, 1962, go on record as:

1. Condemning the prosecution of William Worthy as an invasion of his constitutional rights as an American citizen.

2. Calling upon the Negro chruch, press, business and labor to take up the cudgels for Mr. Worthy to vindicate his constitutional right to reenter his country without a passport.

3. Urging the delegates and their friends to support Mr. Worthy's defense by protest directly, by letter and telegram to President Kennedy, and also to your senators and congressmen.

The Committee recommends concurrence in the amended resolution and I move the adoption of the Committee's recommendation.

. . . Motion duly seconded by Brother C. L. Dellums.

PRESIDENT RANOLPH: It has been regularly moved and seconded that the recommendation of the Committee be adopted. Any remarks? . . . Brother Thompson, of Los Angeles.

BROTHER L. B. THOMPSON: We do not have the substitute sheet which the Chairman said had been distributed - at least, I don't have it.

BROTHER T. D. McNEAL: I believe we have additional copies - just a moment; we asked Brother Dailey to pass it out this morning. He has about fifty additional copies - if anyone wants one, raise your hand.

PRESIDENT RANDOLPH: All in favor make it known by saying "aye"; contrary say "no." The "ayes" have it and so it is ordered.

BROTHER McNEAL: Resolution No. 10 - submitted by the International President.

MISTAKES OF CASTRO'S CUBA

Whereas, it is evident that Fidel Castro, who had a great opportunity to consolidate the Cuban revolution against the ruthless and corrupt dictatorship of Batista, the sins of which the United States is not wholly without some guilt, is now crowding his luck by going seven thousand miles from base to make a strange, dubious alliance with Soviet Russia, another dictatorship, which is only concerned about using him to embarrass the United States; be it

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters assembled in Montreal, Canada, September 1962, go on record as:

1. Deploring the policy of Castro developing a revolution against the capitalist dictatorship of Batista and turning right around and linking up with the Communist dictatorship of Khrushchev, the notorious enemy of free, democratic trade unions and political democracy, the lack of which by the Batista regime was proclaimed by Castro as the raison d'etre of the Cuban revolution.

2. Recognizing that the future of a free Cuba of prosperity and progress does not lie with the dictatorship of the Soviet Union but with the democracy of the United States of America and her Latin American neighbors that are linked with the U.S. A. in an Alliance for Progress which is being slowly but surely developed by the Kennedy Administration.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . Motion seconded by Brother Dellums.

PRESIDENT RANDOLPH: It has regularly moved and seconded that the report of the Committee be adopted. Are there remarks? Hearing none, all in favor make it known by saying "aye"; contrary say "no." The "ayes" have it and so it is ordered.

BROTHER McNEAL: Resolutions Nos. 11 and 12 have been withdrawn; therefore, the next resolution to be considered is Resolution No. 13 - presented by the International President

UN-AMERICAN ACTIVITIES COMMITTEE

Whereas, the Un-American Activities Committee has smeared, undermined and wrecked the good name, character, life and future of many Americans without according them their constitutional, democratic right of the confrontation of their accusers of subversive activities, and constitutes a threat to civil liberties and civil rights;

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Montreal, Canada, September 1962, go on record as:

1. Condemning the Un-American Activities Committee as useless and a menace to freedom and democracy and therefore should be abolished.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . Motion duly seconded by Brother Dellums.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the recommendation of the Committee be adopted. Are there any remarks? Hearing none, all those in favor make it known by saying "aye"; contrary say "no." The "ayes" have it and so it is ordered.

BROTHER McNEAL: Resolution No. 14 - presented by the International President.

WORLD PEACE

The deep concern of mankind and the international free trade union movement as well as the AFL-CIO, CLC, and the BSCP is the lack of progress towards goals of enduring peace and universal disarmament:

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Montreal, Canada, September 1962, go on record:

1. For world disarmament and international inspection.

2. Restoration of the unity of the German nation.

3. Condemns the unilateral and unprovoked Soviet breach of the truce in the field of nuclear weapons testing which has further intensified the nuclear armaments race.

The Committee recommends concurrence and moves the adoption of the Committee's recommendation.

. . . Motion seconded by Brother C. L. Dellums.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the report of the Committee be adopted. Are there remarks? Hearing none, all in favor make it known by saying "aye"; contrary say "no." The "ayes" have it and so it is ordered.

BROTHER T. D. McNEAL Resolution No. 15 - presented by International President A. Philip Randolph .

STEWARDSHIP OF INTERNATIONAL OFFICERS

Whereas, the international officers of the Brotherhood of Sleeping Car Porters have maintained the high level of stewardship in terms of conception, formulation and implementation of the philosophy, policies, principles, program and practices of our great union;

Whereas, they have, with the cooperation and support of the devoted membership, built the prestige,position, place and power of BSCP in the mainstream of organized labor and the American and Canadian public through their untiring dedication, integrity, ability, experience and know-how;

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters assembled in Montreal, Canada, September 1962, go on record as commending these officers for the constructive contribution and labor statesmanship they have given for the advancement of the cause and welfare of the Brotherhood membership in particular, and Negro workers on railroads and in general industry in the United States and Canada.

This Convention expresses its highest faith, confidence and trust in the international officers to carry forward the program of the Brotherhood for the achievement of more jobs and job protection, as well as respect for the porters and attendants as men on their jobs and in their communities.

The Committee recommends concurrence and moves the adoption of the Committee's recommendation.

. . . Motion duly seconded by Brother C. L. Dellums.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the report of the Committee be adopted. Are there remarks? Hearing none, all in favor make it known by saying "aye"; contrary say "no." The "ayes" have it and so it is ordered.

BROTHER McNEAL: Resolution No. 15A - presented by International President A. Philip Randolph

WORK STOPPAGE

Whereas, in the life of the workers in every industry and in every union, the time comes when negotiation may fail to achieve the goals of the workers and a strike becomes not only possible but probable;

Whereas, the time may come when the Brotherhood may, because of failure to secure the shorter workmonth of 173 hours without a reduction in wages, and the wage increase of 10.28 cents per hour, through negotiation with Pullman and the railway carriers involved; therefore be it

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters assembled in Montreal, Canada, September 1962, go on record as:

1. Unequivocally, definitely and positively endorses, supports and backs a strike when and if called by the International President, with the approval of the International Executive Board.

2. Pledges its full and complete manpower, money power and moral power to the International President and International Executive Board for the effective prosecution of the fight for the shorter workmonth, job protection and wage increase, which may require a strike for the securing of the 173-hour workmonth, job protection and wage increase, if, as, and when the interests of the membership and the logic of events, the same to be determined by the International President, with the approval of the International Executive Board, require that it be called and also when it should be terminated.

The Committee recommends concurrence and I move the adoption of the adoption of the Committee's recommendation.

. . . Motion seconded by Brother Dellums

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the recommendation of the Committee be adopted. Are there remarks? Hearing none, all in favor will make it known by saying "aye"; contrary say "no." The "ayes" have it and so it is ordered.

BROTHER T. D. McNEAL: Resolution No. 16 - submitted by International President A. Philip Randolph.

REGISTRATION AND VOTING

We commend and support the vigorous and aggressive registration and voting campaigns of the National Association for the Advancement of Colored People, Dr. Martin Luther King's Southern Christian Leadership Conference and the American Federation of Labor and Congress of Industrial Organizations.

Hundreds of thousands of Negroes in the rural South, as well as cities, need the fight of these movements to break the barriers that prevent them from registering. If Negroes would enjoy the right of registering and voting they must fight and pay for it. It will not be handed to them on a silver platter.

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters assembled in Montreal, Canada, September 1962, go on record as endorsing and supporting the campaign to get Negroes to register and vote. We urge Negro leaders to make spot announcements on the radio calling upon Negroes to register and vote, not only in the South, but North, East and West.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . Motion duly seconded by Brother C. L. Dellums.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the recommendation of the Committee be adopted. Are there remarks? . . . Brother Robinson, of Philadelphia.

BROTHER L. D. ROBINSON: Mr. Chairman, I would like to comment on this resolution in reference to voting, and I would like to make an amendment to the resolution, that we send a copy of this resolution to Dr. Martin Luther King and also to the Congress of Racial Equality who have been putting up a fight in reference to Negro rights in the South.

BROTHER McNEAL: Mr. Chairman, may I suggest to the Convention, I'm certain, by common consent, everybody here is agreeable to Brother Robinson's idea and I am sure the International President would be agreeable to doing that.

PRESIDENT RANDOLPH: Accepted gladly, and it's quite constructive. Are there further remarks? Hearing none, all in favor make in known by saying "aye"; contrary say "no." The "ayes" have it and so it is ordered.

BROTHER McNEAL: Resolution No. 17 - presented by International President A. Philip Randolph

ABOLITION OF SEGREGATED PUBLIC SCHOOLS

The Brotherhood of Sleeping Car Porters supports the fight for implementation and enforcement of the U. S. Supreme Court decision of May 17, 1954 for the desegregation and integration of public schools and deplores the slow progress of this effort.

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters assembled in Montreal, Canada, September 1962, go on record as unqualifiedly giving support to the movement for the desegregation and integration of public schools in the South and North.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . Motion duly seconded by Brother C. L. Dellums.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the recommendation of the Committee be adopted. Are there any remarks? Hearing none, all in favor make it known by saying "aye"; contrary say "no." The "ayes" have it and so it is ordered.

BROTHER McNEAL: Resolution No. 18 - presented by International President A. Philip Randolph

BERLIN WALL

Whereas, the Berlin Wall, built by the Communists of East Germany under orders from Communist Russia, is an ugly symbol of man's inhumanity to man, and serves as a continuing provocative emotional irritant and tension which may accidently explode into a shooting conflict which may rapidly take on the proportions of a third World War;

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Montreal, Canada, September 1962, go on record as condemning the Berlin Wall and calls upon the free democratic trade union movement of the world, as well as the governments of the free world and the awakening captive workers behind the Iron Curtain, to continue to demand that the Soviet Union remove this wall in the interest of world peace and humanity.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . Motion seconded and carried.

BROTHER McNEAL: Resolution No. 19 - presented by International President A. Philip Randolph.

F. E. P. C.

Not only because the Brotherhood of Sleeping Car Porters can justly claim credit for President Roosevelt's issuing Executive Order 8802 under which the first Fair Employment Practice Committee in the United States was established, upon which our First International Vice President, Milton P. Webster, was a member from its beginning to end, but also because it is a fundamental remedy for racial bias in trade unions, industry and government;

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters assembled in Montreal, Canada, September 1962, go on record as calling upon President Kennedy and the Congress to support legislation for a Federal FEPC.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . Motion duly seconded - carried.

BROTHER McNEAL: Resolution No. 20 - presented by International President A. Philip Randolph.

MIGRANT FARM WORKERS

The seasonal character of farm harvesting requires the labor of migrant farm workers who, with their children, number well over a million. They are the most exploited and impoverished workers in the United States. They earn less money, are more poorly clothed, live in more wretched housing, and have less education, less medical care, and less legal protection than other American wage earners.

We demand an end to the abuses to the Mexican farm labor importation program. Importing Mexican nationals and ther foreign workers only serves to depress labor standards, to maintain unemployment among domestic workers, and to impede union organizations and decent living standards for American agricultural workers.

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Montreal, Canada, September 1962, go on record as supporting Federal legislation to amend Public Law 78 (Title 5 of the Agricultural Act of 1949) the statute under which Mexican and other foreign nationals are brought into the United States, to prevent its use to depress labor standards.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded - carried.

BROTHER McNEAL: Resolution No. 21 - presented by International President A. Philip Randolph.

MEDICAL CARE FOR THE AGED

The problem of rising costs of medical care constitutes a heavy burden upon millions of Americans and Canadians, especially those of advanced years who are victims of lower income and higher incidence of illness.

The average annual income of individuals over 65 years of age is no move than $1,500; only a comparatively small number can afford the high premium cost of Blue Cross, Blue Shield, or commercial health insurance. The rest are left to the uncertainties of fate. Some must exhaust their life's savings, ask assistance from relatives whose economic status may be insecure, or resort to state aid, which usually is granted, especially in the South, only after the humiliation of a means test.

A solution to this problem has been proposed in the Anderson-King Bill, which would provide hospital and nursing home care, nurse visits and other health services at home, and visits to out-patient clinics for all those over 65 years of age who are eligible for regular social security benefits. Freedom of choice of both doctor and hospital is guaranteed.

This program would pay for itself through a slight increase in Social Security taxes on both employer and employee. This would amount to an additional one-quarter of one percent of the employee's pay.

This Bill would operate under the Social Security system on the time-tested insurance principle and would add little, if anything, to the cost to the government. Most important of all, it would give the great majority of the 17 million in the over-65 age group the means to pay their medical bills.

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters assembled in Montreal, Canada, September 1962, go on record:

Strongly supports the Anderson-King Bill and urge its enactment into law by the Congress in its next session.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded - carried.

BROTHER McNEAL: Resolution No. 22 - presented by International President A. Philip Randolph.

SOCIAL SECURITY, WORKMEN'S COMPENSATION, UNEMPLOYMENT INSURANCE

Because of the malperformance of our private, free enterprise market economies, expressed in periodic recessions resulting in widespread unemployment, economic phenomena that have plagued the workers for decades, with no prospects of a permanent cure, the fight of organized labor and aggressive liberalism have demanded and secured the intervention of Government to protect and advance the welfare of the people.

Hence, unemployment insurance for those unable to find work, social security for the aged, the disabled, the widowed and dependent children, and workmen's compensation, are indispensable to the protection and welfare (though no basic remedy) of large masses of workers that fall within the framework of unskilled and semi-skilled, or the low hourly wage-rated workers of which the non-white workers are a significant segment:

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters assembled in Montreal, Canada, September 1962, go on record:

1. Favors the passage of the McCarthy-King Unemployment Insurance Bill to extend coverage to additional workers and establish federal standards and supervision that would set a floor for weekly insurance benefits available to all people, regardless of race, color, religion, national origin or ancestry, or in whichever state or province they may reside.

2. Fight to get federal legislation to correct present inequities in the various states, especially in the South, to provide uniform standards which would increase benefits, improve medical care, provide rehabilitation training and insure prompt payment of claims.

3. Supports further improvements in benefits within the Old Age and Survivors program so as to bring these benefits more in line with the constantly rising cost of living.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded - carried.

BROTHER McNeal: Resolution No. 23 - submitted by the International President.

ANTI-SEMITISM AND OTHER FORMS OF BIGOTRY

Perhaps one of the most loathsome, dangerous and freedom-destroying poisons that infect various areas of America and the world in anti-Semitism which sent six million Jews to their death under Hitler of Nazi Germany and set back the clock of civilization for centuries.

It is a matter of common knowledge that anti-Semites are anti-Negro, antilabor, antiliberalism, anti-Catholic and antifreedom. Moreover, over the years, Jewish organizations have given substantial legal and political aid in the fight for civil rights in the state legislatures and the Congress.

Anti-Catholicism among Negroes or white people is wrong, and we condemn it. Let us not forget that Cardinal Ritter, formerly Archbishop in St. Louis, desegregated the parochial schools in that city long before the public schools were desegregated. Archbishop Rummel in New Orleans, and the Bishop of Atlanta have also forthrightly moved to desegregate their parochial schools.

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters assembled in Montreal, Canada, September 1962, go on record as condemning all forms of racial and religious bigotry and antagonisms to Puerto Ricans, Mexicans or Asians.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded - carried.

BROTHER McNEAL: Resolution No. 24 - submitted by the International President

COMMUNISM AND COMMUNISTS

Since the building of standards of living for Porters and Attendants and their families commensurate with health, decency, comfort, proper recreation and basic education in the United States and Canada is only possible through free collective bargaining which, in turn, can only be developed through free, democratic trade unionism within the framework of a free, open, democratic society as represented by the United States and the Dominion of Canada:

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters assembled in Montreal, Canada, September 1962, go on record as rejecting and condemning the philosophy and program of communism and communists as the enemy of free, democratic trade unionism and political democracy - the economic and political foundation for the advancement of bona fide trade unionism.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . . Motion seconded and carried.

BROTHER McNEAL: Resolution No. 25 - submitted by the International President

WOMEN'S RIGHTS

Sex discrimination and anachronistic customs and practices continue to bar women from the full realization of their basic rights. Bias on the basis of sex, both in hiring and in job promotion, is a serious obstacle for the working women who now comprise one-third of the labor force.

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Montreal, Canada, September 1962, go on record:

1. Affirms its support of equal pay, equal status and equal job opportunities for women.

2. Calls for comprehensive equal pay legislation in all states and passage of a federal equal pay bill.

3. Expresses its opposition to the "Equal Rights" amendment and all other so-called equal rights legislation which would deprive women workers the benefits of protective legislation.

4. Endorses the adoption of an amendment to the income tax law so that a working woman may deduct from her taxable income an adequate amount for the expense of child care.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . Motion seconded and carried.

BROTHER McNeal: Resolution No. 26 - presented by International President A. Philip Randolph

BIAS IN STATE EMPLOYMENT SERVICES

It is a matter of common knowledge that the State Employment services throughout the South practice racial segregation and discrimination and have separate white and colored sections. Southern state employment agencies, and some outside the South, accept racially designated job orders from employers and make job referrals of workers on a racial basis. Thus, Negroes using the various state employment services are restricted to "colored jobs" and are denied access to the most desirable job opportunities.

Since the United States Government provides the funds for all state employment services, it is directly subsidizing discrimination and segregation wherever the state employment services discriminate against Negro citizens.

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters assembled in Montreal, Canada, September 1962, go on record as demanding that the United States Department of Labor which disburses federal funds to all state employment services under the Wagner-Peyser Act, withhold funds from those states that discriminate.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER T. D. McNEAL: Resolution No 27 - presented by International President A. Philip Randolph

MINIMUM WAGE

The principle of the minimum wage which consists in establishing a wage floor, below which wages shall not fall, is sound.

The Fair Labor Standards Act, providing for a federal minimum wage, was passed 24 years ago, but the wage floors have been, and are too low, and the legislative pace of raising the floors is too slow, since the minimum wage of $1.25 an hour will only be adopted under the Act in 1963, and its coverage will exclude more than 16,000,000 workers, the most exploited, which includes a disproportionately large number of Negro and Puerto Ricans employed in the unskilled and semi-skilled labor in the laundry, cleaning and dyeing, restaurants, hotels, hospitals, retail trade and migratory farm laborers.

Organized labor and minorities have the responsibility to seek amendments to the Fair Labor Standards Act to make it more meaningful to the forgotten workers.

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters asembled in Montreal, Canada, September 1962, go on record as supporting the principle of the minimum wage as a realistic basis upon which trade unions can build wage structures that will provide standards of living commensurate with decency, health, comfort, and cultural and educational advancement.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER McNEAL: Resolution No. 28 - presented by International President A. Philip Randolph

SUPPORT THE N.A.A.C.P.

Because of the great, sound and constructive fight the Association has made and is making to achieve full and first-class citizenship for Negroes in the United States;

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters assembled in Montreal, Canada, September 1962, go on record as endorsing and supporting the policies and program of the NAACP for the achievement of civil rights and its aggressive and responsible leadership to abolish all forms of race bias in the land.

We hail and salute the National Association for the Advancement of

Colored People upon its leadership of the Civil Rights Revolution.

We hail its leaders who are distinguished for their ability, integrity and uncompromising fight for racial equality.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER T. D. McNEAL: Resolution No. 29 - presented by International President A. Philip Randolph

SPREADING THE STRIKE BALLOT

Following decision by a labor union upon policy and program to fight for wage increase, hours reduction, improvement in working conditions, there are two steps that must be taken forthwith; one, raise funds to pay for the fight, including a possible strike; two, spread a strike ballot, the symbol of the determination on the part of the workers to use their major and mightiest weapon to win their fight.

There is no weapon in the arsenal of labor which is more greatly feared, for it involves withdrawal of the workers from the jobs which can stop the wheels of industry. But the strike weapon must only be used as a last resort when all other remedies have failed. However, when once the workers decide that if certain concessions should be made to the demands of labor, and the concessions are not made, then workers should not only withdraw their labor but proceed to educate their fellow workers and the public with the picket line.

Now, under the provisions of the Railway Labor Act, upon a basis of the showing of the strike vote and preparations for the labor-management battle, in terms of the mobilization of manpower and money power, the National Mediation Board will recommend to the President that he appoint a National Emergency Board to investigate the dispute which has given rise to the crisis.

The success or failure in this achievement of the objective of the porters and attendants will depend upon the scientific soundness of the economic case the Brotherhood presents to the Emergency Board.

Since the strike vote is the open evidence of the dauntless and unconquerable spirit of the porters and attendants to win their objectives, the importance of every porter and attendant registering his willingness to win by signing a strike ballot is imperative.

It is a source of boundless gratification that the porters and attendants have nobly and gallantly risen to the challenge in giving their vote to the fight to reduce the workmonth to 173 hours, job stabilization and job protection, together with the demand for the application of the wage increase of 10.28 cents per hour to the porters and attendants of Pullman and the railway carriers involved in the aforementioned movements.

Resolved, that this Fourth Triennial Convention of the Brotherhood of

Sleeping Car Porters assembled in Montreal, Canada, September 1962, go on record;

1. Endorses the decision to spread the strike ballot for a vote for or against the movements for a shorter workmonth, job stabilization and job protection and wage increase, without wage reduction.

2. Calls upon the porters and attendants of Pullman, New York Central, Rock Island and Soo Line to rally one hundred percent to the support of the strike ballot and to follow through with a strike if necessary to win the fight.

3. Expresses complete confidence in the integrity and ability of the Brotherhood to pilot this historic struggle successfully forward.

4. Pledges full and unqualified support to the Brotherhood of Sleeping Car Porters in this memorable struggle for survival and progress.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . . Motion seconded and carried.

BROTHER McNEAL: Resolution No. 30 - submitted by International President A. Philip Randolph

SUPPORT NON-OPERATING WAGE INCREASE OF JUNE 1962

As one of the non-operating railway unions, the Brotherhood of Sleeping Car Porters sent Section 6 notices, September 1961, for the 25 cents per hour wage increase which was finally settled through the intercession of a Presidential Emergency Board in June 1962, for 10.28 cents wage increase an hour and a five-day notice of termination of service rule. The settlement also provided for a moratorium on wage increases with effective dates prior to the end of a year.

Since this moratorium provision of the settlement would bar the progressing of the movement for the shorter workmonth, BSCP had no other alternative except to reject the wage increase for the porters and attendants in the employ of Pullman, New York Central, Rock Island and Soo Line; the railway carriers to which Section 6 notices for the shorter workmonth have been sent.

This is the reason for the strategy of submitting a Section 6 notice for the wage increase of 10.28 cents per hour, along with the Section 6 notice for the shorter workmonth, job stabilization and job protection to the Pullman Company, New York Central, Rock Island and Soo Line.

The decision on strategy was dictated by the logic of avoiding a year's delay in projecting the shorter workmonth movement which would be inevitable if the wage increase with the moratorium had been accepted; but the increase is being fought for at the same time the 173-hour month is fought for to avoid permitting the porters and attendants on the roads in question to fall behind in the building of the wage structure of the non-operating railway employees.

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters assembled in Montreal, Canada, September 1962, go on record:

1. Endorses the policy decision of the leadership of BSCP to reject the wage increase with the said moratorium.

2. Endorees the strategy of pressing for the wage increase of 10.28 cents per hour for the porters and attendamts in the employ of the Pullman Company, New York Central, Rock Island and Soo Line, along with and at the same time of the movement to reduce the workmonth, job stabilization and job protection, without a reduction in wages.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried

BROTHER McNEAL: Resolution No. 31 - presented by International President A. Philip Randolph.

LABOR LEGISLATION

For almost fifteen years the Taft-Hartley Act has been the labor law of the land. The workers have witnessed, during the years since its adoption by an anti-labor Congress, a gradual erosion of the cornerstone of our national labor policy expressed in the Wagner Labor Disputes Act, adopted during the 1930's, the right to organize and bargain collectively.

Taft-Hartley was designed as an anti-labor weapon and in the hands of an anti-labor National Labor Relations Board it was effectively used in the interest of the employers. As a result, union organization was denied to countless workers, collective bargaining undermined and trade unions weakened rather than strengthened, or even given a fair break.

By utilizing the so-called "free speech" proviso of that Act, the severe limitations imposed by Taft-Hartley on the definition of those who may be held responsible for an employer's deeds or words, employers and their willing henchmen, chambers of commerce, self-styled community volunteers in backward company union towns, and in many cases even law enforcement officials - have, with impunity, threatened, intimidated and even terrorized workers in the exercise of their right to join a union of their own choosing.

By the infamous Section 14(b), the Taft-Hartley Act gave to the states the right to contravene the national labor policy and to impose the open shop in many states, thereby adding another weapon to the anti-labor employer's arsenal.

But the Taft-Hartley Act did not suffice for the Anti-labor forces of the country and hence under the pretense of eliminating corruption of racketeering which, of course, the bona fide labor movement has consistently fought, further obstacles and harrassments have been placed in the path of labor unions by enactment of the Landrum-Griffin Act, as a result of the prosecutions of leaders of labor by the notorious McClellan Committee.

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Montreal, Canada, September 1962, go on record:

1. Reaffirms its belief in the right to organize and to bargain collectively as the cornerstone of our national labor policy.

2. Calls upon the Congress to reexamine our existing labor statutes and

(a) repeal the so-called "free speech" provisions of the Taft-Hartley Act which permit employers to brainwash employees.

(b) repeal the misnamed "right-to-work" provisions of the Taft-Hartley Act which invites a state to subvert our national labor policy.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER McNEAL: Resolution No. 32 - presented by International President A. Philip Randolph.

SPECIAL EMERGENCY ASSESSMENT

Following the formulation of the policy and program for a shorter workmonth of 173 hours by the International Executive Board, without a reduction in pay, and job stabilization and job protection and the wage increase of 10.28 cents per hour, the next problem was to plan effective implementation.

The question of implementation involves developing methods and ways and means.

Since a considerable expense of carrying out the program would be involved it was naturally necessary to find the money needed successfully to make the fight without weakening the financial structure of the Brotherhood which had already suffered substantial losses as a result of a decrease in membership because of the discontinuance of passenger operations and the abolition of jobs.

The only source from which the money to finance the fight should come was the membership, which would benefit from the struggle for the shorter workmonth.

Why should there be any question about the porters and attendants of the railroads represented by the Brotherhood, for whom the fight is being made, furnishing the money in the form of a special emergency assessment of twenty-five dollars?

Since the Brotherhood has done the job of building a decent wage structure for the porters and attendants to advance and maintain improved standards of living for their families, why shouldn't they take twenty-five dollars out of a month's wages and contribute it to the Brotherhood to help fight to build the wage structure higher and reduce the workmonth without reducing wages?

In reality, when the porters and attendants contribute the assessment to the Brotherhood, they are contributing the money to themselves.

Without the struggle of the Brotherhood for wage increases, improved working conditions and shorter work time without wage decrease, the porters would be the victims of a bare subsistence wage.

History shows that man has had to pay a price for progress. The price is always in struggle, sacrifice and suffering. None can escape. You must pay for what you get that is worthwhile, either directly or indirectly.

Every union which has projected a movement for wages and shorter hours of work and improved working conditions has had to raise a fighting fund by a tax since there is always the possibility and probability that the expense of the fight will be considerable. There is hardly a single exception. Why would porters and attendants expect to be favored by the gods of fortune by being permitted to get something for nothing? Millions of workers in the past have paid the price by giving up, not only their liberty but their life for the right and privilege to organize and join a union.

Thus, porters and attendants should regard the payment of a small assessment of twenty-five dollars to the fight to make more jobs, secure job protection and more wages, as a opportunity and honor to participate in a great historic struggle for a better tomorrow for themselves in particular, and black and white workers in general.

This is the first time that workers of color have initiated an international movement for a shorter workmonth without a reduction in pay, and for job stabilization and job protection. Negro workers have usually followed the lead of their white brothers in the struggles to advance the cause of labor. But, today, the Brotherhood of Sleeping Car Porters is pioneering in the fight for more jobs by cutting the work hours.

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters assembled in Montreal, Canada, September 1962, go on record:

1. Endorses the levying of the Special Emergency Assessment on the membership of twenty-five dollars for the fight for the shorter workmonth of 173 hours without a wage reduction, job stabilization and job protection, and wage increase of 10.28 cents per hour, as being sound, logical, practical, proper and vitally necessary, and call upon every member who is working, or if furloughed and returns to work, to pay the assessment.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER McNEAL: Resolution No. 33 - presented by International President A. Philip Randolph

SENATE CONFIRMATION OF THURGOOD MARSHALL

The entire Negro race, as well as the American people committed to constitutional, democratic government, is affronted by the deliberate and cynical refusal of the Dixiecrat-dominated Senate Judiciary Committee to confirm Thurgood Marshall, distinguished lawyer, who was appointed by President Kennedy to the Court of Appeals for the Second Circuit.

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Montreal, Canada, September 1962, go on record as soundly condemning this outrageous and notorious exhibition of racial bigotry which will only worsen the image of the United States to the peoples of the world, especially those of color. Urge the delegates and officials of the Brotherhood to call upon their congressmen and senators of their states to demand the immediate confirmation of Thurgood Marshall who will be a distinct asset to the judiciary of the country.

The Committee recommends that no action be taken on this resolution because Judge Thurgood Marshall has now been confirmed by the United States Senate. I move the adoption of the Committee's recommendation.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the report of the Committee be adopted. Are there remarks?

BROTHER S. H. MOSELEY: I think we should go on record as stating that the Congress of the United St tes is in full accord with Brother Randolph in our urging them to affirm the nomination of Thurgood Marshall.

BROTHER McNEAL: Apparently I did not make myself quite clear. Judge Marshall has been confirmed.

BROTHER MOSELEY: Excuse me, I don't think I've made myself clear. I wanted to bring out the fact that since Thurgood Marshall has been confirmed that the Congress of the United States is in accord with Brother Randolph and with us in our urging them to confirm him. Is that clear?

BROTHER McNEAL: The report was taken, so the brother is on record.

Resolution No. 34 - presented by International President A. Philip Randolph

APARTHEID IN SOUTH AFRICA

We denounce the dangerous racial feudalism of the Union of South Africa and the inhuman and ruthless suppression of African natives who are striving for the attainment of human dignity and political equality.

We affirm our support of the freedom movement in South Africa and renew our appeal to all citizens of the United States to boycott South African products.

We also denounce the racist policies of Australia which excludes all colored people of the world from permanent residence. We request and urge our governments to protest to the Australian Government and the United Nations against the "White Australian Policy." We commend the United States Government for its demonstrated disapproval of apartheid, and we urge it to continue to press its protest with vigor in the United States and in representations to the Union of South Africa.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER McNEAL: Resolution No. 35 - presented by International President A. Philip Randolph

UNITED NATIONS

The United Nations is man's last hope for peace. It is also the great hope and support of the newly emerging, independent nations of Africa and Asia.

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Montreal, Canada, September 1962, go on record as supporting the leadership of our government in standing by the United Nations morally, financially and politically.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER McNEAL: Resolution No. 36 - presented by International President A. Philip Randolph

ANTI-AMERICAN McCARRAN-WALTER ACT

The notorious McCarran-Walter Act which regulates immigration continues the outrageous inequities of the national origins quota system which discriminates against colored people by virtually eliminating immigration from the Caribbean, African and Asian countries.

Resolved, that this Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters assembled in Montreal, Canada, September 1962, go on record as demanding the revision of the McCarran-Walter legislation, so as to eliminate the national origins quota system, and to liberalize its procedures so that fair and equal treatment shall be accorded to all immigrants.

The Committee recommends concurrence and I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER T. D. McNEAL: Resolution No. 37 - presented by the New York Division

WELFARE PROGRAM FOR RETIRED PORTERS

Whereas, the welfare program provided under the provisions of the Group Insurance Plan Policy Contract No. GA-23111, giving retired employees and their dependents an opportunity to continue Surgical-Medical and Hospital care, as well as the $4,000 Life Insurance Program; and

Whereas, retired employees are definitely in need of such a program and, in most cases, the cost is beyond the reach of the retired employee; and

Whereas, there is pending in Congress a Health Care Bill for the aged and retired, financed through Social Security, as set forth in the King-Javits Bill; and

Whereas, the men already retired now have the benefit of a Group Insurance Program with Prudential, in keeping with their income; and

Whereas, $1,000 life insurance under Travelers, at age 70, is $8.26 plus $4.60 for hospitalization (employee and wife), which amounts to $12.86 per month or $36.00 quarterly; be it

Resolved, that the Brotherhood of Sleeping Car Porters go on record, at this Fourth Triennial Convention and Thirty-seventh Anniversary, to support Congressional efforts for "Health Care Through Social Security" and seek the cooperation of the R.L.E.A. to negotiate improvements in Travelers that will make feasible a program for the retiring employee to maintain a welfare program.

The Committee recommends that this resolution be referred to the International President for study and I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER McNEAL: Resolution No. 38 - presented by the New York Division

NO-RAIDING PACT

Whereas, the Brotherhood of Sleeping Car Porters over the years has religiously observed the No-Raiding Pact, as set forth by the AFL-CIO; and

Whereas, we have given aid and cooperation to groups in the railway industry seeking advantages of the trade union movement; and

Whereas, many groups have accepted our aid and cooperation, and when the opportunity came to protect our jurisdiction in representation elections we had to engage in disputes to protect our rights; and

Whereas, many groups over the years have sought admission to the Brotherhood, but because we have tried to stay out of jurisdictional fights and observe the No-Raiding Pact, we have denied admission to these groups in the railway industry seeking membership in the Brotherhood; be it

Resolved, that efforts be made to remove the cause or causes that divided the Negro workers and hindered or hampered their progress in their efforts to achieve and improve their lot in the railway industry. Be it further

Resolved, that we open our doors to all groups seeking membership in our organization.

The Committee recommends that this resolution be referred to the International Executive Board and I move the adoption of the Committee's recommendation.

. . . . Motion seconded and carried.

BROTHER McNEAL: Resolution No. 39 - presented by the New York Division

CHANGE IN RULE NO. 29 OF THE AGREEMENT BETWEEN THE PULLMAN COMPANY AND THE BROTHERHOOD OF SLEEPING CAR PORTERS

Whereas, various changes are taking place in the organic structure of the Pullman Company as a result of districts consolidating, districts being discontinued and divided, and the possibilities of pending mergers; and

Whereas, the abolition or discontinuance of the following districts: Augusta, Birmingham, Charlotte, Chattanooga, Montgomery, Nashville, Roanoke, Savannah, and other points; and

Whereas, the rule provides that where runs are transferred employees assigned to such runs, or an equivalent number and proportionate number of extra employees, may transfer with the runs to the new points of operation; and,

Whereas, employees so transferred shall be allowed full seniority in the district to which transferred, and their names shall be added to the seniority roster in that district in accordance with their seniority rights; and

Whereas, many of these runs are cancelled, abolished or changed shortly after the transfer, thereby leaving the district with a considerable number of senior men remaining in the district to the disadvantage of the men already in the district; and

Whereas, this condition has forced men who would now be in regular or extra service to be furloughed or placed on the extra board, if the transfer had not been made; be it

Resolved, that Rule No. 29 be changed to permit only those employees, or an equivalent number of employees, be transferred to operate the lines and that all other employees so affected be privileged to transfer under the provisions of Rule No. 30.

The Committee recommends that this resolution be referred to the Agreement Committee and I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER McNEAL: Resolution No. 40 - presented by the New York Division

DUTIES OF THE PRESIDENT

Whereas, the Constitution and General Rules of the Brotherhood of Sleeping Car Porters in Article No. 9 gives the President the right and empowers him to designate the international officers who shall negotiate agreements to conclusion; and

Whereas, this technique has worked to the advantage of the membership of the Organization over the years; and

Whereas, when the contract with the New York Central Railroad was negotiated and the seniority rule was not to the liking of some of the members, which resulted in destructive discussions leading to legal action; and

Whereas, abuse and derision was heaped upon the good name of our President and other officers of the Organization by members whose only gain or advantage could have resulted in trying to wreck, weaken or destroy the good name of our President, the officers and the Organization, whose contributions to the cause of the Negro workers are too numerous to relate; be it

Resolved, that in the future where controversial contractual matters are being considered, the membership involved be given an opportunity to voice an opinion for, or against, in a series of meetings before final settlement is made; and be it further

Resolved, that after a final vote is had and the members present in meeting agree, other members who deliberately seek to destroy our effective leadership and the reputation of the Brotherhood be brought up on charges, and penalties be imposed as provided for in Article No. 15 of the Constitution and General Rules.

The Committee recommends noncurrence and I move the adoption of the Committee's recommendation.

. . . . Motion seconded and carried.

BROTHER McNEAL: Resolution No. 41 - presented by the New York Division.

NEW CONTRACT PROPOSALS, SENIORITY RIGHTS AND ROSTERS AS SET FORTH IN RULE NO. 25

Whereas, employees are transferred as a result of districts consolidated, districts divided, or districts discontinued, who have the same seniority dates as men already in the districts, or where the pay of the two or more employees starts upon the same day, the employee transferring from another district shall be placed on the roster following the employee in the district already on the roster with the same seniority date. Be it

Resolved, that a committee on revising the contract give consideration to this new rule, in order that men already in the district will not have to endure any unnecessary hardships.

The Committee recommends that this resolution be referred to the Agreement Committee and I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER McNEAL: Resolution No. 42 - presented by Pennsylvania Parlor Attendants

1. As the crusade for shorter workmonth, job protection and stabilization move forward:

Resolved, that full information on the program and progress be given to all Division officers ten days before the full membership.

2. Time, progress and the program must move forward. No person must cause the program to falter.

3. Resolved, that the International Executive Board inform the Fourth Triennial Convention as to the plans or program of the Organization to train member replacements for our present leaders and officers.

The Committee recommends that this resolution be referred to the International Executive Board and I move the adoption of the Committee's recommendation.

. . . . Motion seconded and carried.

BROTHER McNEAL: Resolution No. 43 - presented by the Washington Division

Whereas, the Pullman Company, for more than ten years, has laid off many of its cleaners in areas where more than one car is parked to be cleaned and no cleaners are available; and

Whereas, in "troop" or military Pullman service, one porter is required to guard more than two cars; and

Whereas, Pullman cars (such as 21-roomettes and bedroom cars) are used in service and have to be cleaned by the Pullman Porter in addition to his normal work; and

Whereas, the Pullman Company only pay such porters who have to clean their cars only a token amount which is not satisfactory to any of the Pullman porters, and has never been, throughout the decades of the Pullman

Company's years in business, and such conditions still exist; be it

Resolved, that the International Brotherhood of Sleeping Car Porters be requested to instruct the Pullman Company to abolish and discontinue this non-related operation, or to require reimbursement of pay of an amount equivalent to at least two hours' pay, or an amount that is satisfying to the International representation officers for these services.

The Committee recommends that no action be taken on this resolution because the subject matter was covered by another resolution submitted also by the Washington Division and will be handled by the Convention. I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER McNEAL: Resolution No. 44 - presented by the Washington Division

Whereas, the Pullman Company for many, many years has used the so-called "in-charge" porter to do Conductors' work and also maintain his normal porter's duties, for an amount of pay far less than a conductor's wages; and

Whereas, the Pullman Company for many years has used the form "bed order" from 11 P.M. to 6 A.M. for Pullman porters to get rest when deadheading, yet on many trips the train that the porter is assigned to does not have space available for him, and the porters have to sit up all night and are expected to be ready, willing and able to work when arriving at the destination; and be it

Resolved, that the International Brotherhood of Sleeping Car Porters be requested to instruct the Pullman Company to abolish and discontinue this non-related operation, or require the Pullman Company to pay a "Porter in-charge" at the equivalent amount of a Pullman conductor's wage or more, or make some better adjustment thereof. Be it further

Resolved, that the Brotherhood of Sleeping Car Porters be requested to instruct the Pullman Company to abolish this condition and make improvements by either paying a porter for full deadhead time when space is not available or make some improvement as to conditions concerning porters on deadhead assignments, including meals for porters, satisfactory to the International Brotherhood of Sleeping Car Porters executive officers, as negotiators for members of the Organization.

The Committee recommends that this resolution be referred to the Agreement Committee. I move the adoption of the Committee's recommendation.

. . . . Motion seconded and carried.

BROTHER McNEAL: Resolution No. 45 - presented by the Washington Division

Whereas, due to the discontinuance of many lines by the railroads throughout the country, causing many porters, attendants and bus boys to be placed on the Extra Board, or furloughed; and

Whereas, many of said employees are not of retirement age, the required 65 years; and be it

Resolved, that it is the thinking of the members of the Washington Division that the present retirement age of 65 be reduced to 62 years with full retirement benefits, making it possible for the older men to retire and affording the younger men an opportunity for regular employment; be it further

Resolved, that the Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters assembled in Montreal, Canada, September, 1962, go on record in support of this resolution.

The Committee recommends that this resolution be referred to the International President and I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER McNEAL: Resolution No. 46 - presented by the Washington Division

Whereas, due to the curtailment of passenger service by the railroads throughout the country, causing many of the porters, attendants and busboys, especially the younger men, to be furloughed; and

Whereas, they have been skillfully trained in Pullman service, and operating many years in accordance with that training, and have no skill for any other line of trade and, when furloughed, it is difficult for them to find employment comparable to the skills acquired in the Pullman service; be it therefore

Resolved, that it is the sense of the members of the Washington Division that the Job Training Program, sponsored by President Kennedy and instituted by the Congress, be made available to the railroad industry in order that furloughed members of our organization might receive the benefit of this job training, thereby making it possible for them to become gainfully employed. Be it further

Resolved, that the Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters assembled in Montreal, Canada, September, 1962, go on record as supporting this resolution.

The Committee recommends that no action be taken on this resolution because the legislation referred to already applies to railroad workers. I move the adoption of the Committee's recommendation.

. . . . Motion seconded and carried.

BROTHER McNEAL: Resolution No. 47 - submitted by the Washington Division

Whereas, the Pullman Company for the last ten years has laid off many of the car cleaners in areas where more than one car is parked and required to be cleaned, and there are no cleaners provided to do the cleaning; and

Whereas, in troop movements one porter is required to guard more than two cars; and

Whereas, such cars as 21-roomettes and bedroom cars are used in troop service and have to be cleaned by the porter in addition to his other duties; and

Whereas, the pay received by the porter for the extra work of cleaning these cars is a mere pittance and not at all satisfactory; be it therefore

Resolved, that at least two hours pay be paid to the porter, in addition to all other pay, for the cleaning of the cars as described in the above statement. Be it further

Resolved, that the Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters assembled in Montreal, Canada, September 9-14, 1962, go on record by making a determination to correct the inequities as outlined in said resolution.

The Committee recommends that this resolution be referred to the Agreement Committee and I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER McNEAL: Resolution No. 48 - submitted by the Washington Division

Whereas, the Pullman Company has for many years used the form "Bed-order", stating the hours from 11:00 P.M. to 6:00 A.M. for the porters to get rest while deadheading; and

Whereas, many times on the train which the porter is assigned in the deadhead movement there is no available space to be had for the porter, resulting in his having to sit up all night, making him unfit to give his best service when arriving at his service point; be it

Resolved, that the International Brotherhood of Sleeping Car Porters make every effort to correct this condition, and when there is no sleeping accommodation the porter to receive full pay for the deadhead time. Be it further

Resolved, that it is the sense of the members of the Washington Division that, in order to give good service, the porter should be provided with proper sleeping accommodations when deadheading to a point to begin his trip.

The Committee is in complete sympathy with the purpose of this resolution. We suggest that all Locals ask their members to report incidents where they are deadheaded without sleeping accommodations and then required to go out in service. These instances should be documented by the Locals and the information sent to the Zone Supervisors.

With this understanding, the Committee recommends that this resolution be referred to the Agreement Committee and I move the adoption of the Committee's recommendation.

. . . . Motion seconded and carried.

BROTHER McNEAL: Resolution No. 49 - presented by the Retired Members of the Washington Division through the Washington Division President and Delegate, Brother Slade.

Whereas, we, the retired members of the Washington Division, Brotherhood of Sleeping Car Porters, do cherish and behold with great devotion, loyalty and high esteem our International and its associate local divisions that comprise our great organization; and

Whereas, we deem it a great privilege and honor to have had an opportunity to serve the Brotherhood of Sleeping Car Porters and the Washington Division for many years in active service of the Pullman Company by working on committees, serving as officers and doing everything and anything to promote the welfare of the Organization and carry its program forward; and

Whereas, it was our feeling and desire to continue to work for the progress of the Brotherhood of Sleeping Car Porters and to be of service to our Local Division after retirement; and

Whereas, we applauded with uplifted spirits when, at the Fifth Biennial Convention of the Brotherhood of Sleeping Car Porters held in Chicago, Illinois, September 16-20, 1946, our International President, Brother Randolph, submitted a resolution, designated No. 109, which was unanimously adopted by the Convention, giving members who had retired full rights, the right to vote and a voice, etc.; and

Whereas, with this determination made by our International President, Brother Randolph, supported by the Convention, we continued our service to the Local with the same enthusiasm that we had shown in the past; and

Whereas, the Second Triennial Convention of the Brotherhood held in St. Louis, Missouri, September 10-14, 1952, saw fit to amend the Brotherhood's Constitution, under Article 17 submitted by the "Special Committee on Revision of the Constitution," taking away the rights of the retired members which had been given by Brother Randolph with the approval of the Convention assembled in Chicago the year of 1946; be it therefore

Resolved, that the thinking of the retired members of the Washington Division is that we still have the interest of the Brotherhood at heart. That we, as well as retired members throughout the country, made our contribution to the development of the Brotherhood of Sleeping Car Porters. We still feel that we can make further contributions to the Organization and be of service to our Local. Be it further

Resolved, that in a spirit of gratitude on the part of the International and the delegates assembled in the Convention, for faithful service rendered by the retired members in the past, that the Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters assembled in Montreal, Canada, September 9-14, 1962, go on record by reaffirming the resolution presented by Brother Randolph at the Chicago Convention in 1946 which was unanimously adopted by the delegates. The said resolution gave the retired members full rights to participate in the local program.

We thank Brother Slade, our delegate from the Washington Division, for presenting this resolution.

Resolution No. 109 - submitted by the
International President

Whereas, there is considerable misunderstanding among some of the porters in various sections of the country as to the intent of the Brotherhood of Sleeping Car Porters on the question of eligibility of porters, who have been retired or discharged for union activity, to vote and hold office in the Brotherhood of Sleeping Car Porters; therefore be it

Resolved, that the Fifth Biennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Chicago, Illinois, September 1946, go on record as condemning propaganda currently being spread against porters who have been retired and discharged for union activity, and declare the Brotherhood's definite appreciation for and gratitude to the retired and discharged porters who played so courageous, constructive, and brilliant a role in leading the organization of the porters in a bona fide union such as the Brotherhood, and herewith takes the position that porters who have been retired or discharged for union activities are eligible to a voice and vote and to hold any office within the gift of the Brotherhood.

The Committee recommends concurrence. I move the adoption of the Committee's recommendation.

Mr. J. C. Mills (Chicago) I second the motion.

International President Randolph: It is moved and seconded that the report of the Committee be adopted. Are there any remarks? No objection? It is so ordered.

BROTHER McNEAL: The Committee recommends nonconcurrence for the same reasons prompting the Convention of 1952 to change the Constitutional provisions to which this resolution refers. I move the adoption of the Committee's recommendation.

BROTHER C. L. DELLUMS: I second the motion.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the report of the Committee be adopted. Are there remarks? All in favor make it known by saying "aye". Those opposed say "no." The "ayes" have it and so it is ordered.

BROTHER DELLUMS: Mr. Chairman, I think something out to be said about the Washington Division resolutions. At least two of those resolutions stated that if we adopted the resolution the Brotherhood would instruct the Pullman Company to discontinue certain activities. Now, unfortunately, we don't have that kind of power and I don't think that these resolutions should pass through here without some understanding - even though they had to go to the Agreement Committee - because they will require a change in the rules - something that has to be negotiated.

I wouldn't want anyone to think that had we adopted the resolution, we could cure those ills tomorrow by giving the Pullman Company instructions. Sometimes I get the feeling from some of the brothers who come in to complain that they feel that all we have to do is to walk into the office of the Pullman Company, or any other carrier with whom we have a contract, and tell them what to do . . . and that's it! But it just doesn't work that way. We have to go through the usual procedure of negotiating to change rules. We cannot order or instruct them to do these things, and I wanted to make this clear.

PRESIDENT RANDOLPH: Thank you, Vice-President Dellums. I think your remarks were timely, because they are correct.

BROTHER McNEAL: Resolution No. 50 - submitted by the Asheville Division

Whereas, second paragraph of Rule 4 reads: "Sleep periods shall be granted between the hours of 9:30 P.M. and 6:30 A.M.," and for regular assignments shall be designated in the operating schedules; and

Whereas, the sleep period beginning at the hour of 9:30 P.M. and ending at 6:30 A.M. creates a situation where the porter is off duty before the retirement of the passengers and thereby not in position to perform such services as the passengers desire; and

Whereas, the permitted ending of the sleep period at 6:30 A.M. denies the passenger the use of the porter at a most wanted hour of the morning; it is therefore

Resolved, that no sleep period shall be granted before 10:30 P.M., nor extend beyond the hour of 6:00 A.M., and that the paragraph be so constructed to read. Be it further and finally

Resolved, that the last paragraph of said rule be amended to read that: "The porter shall be provided with a suitable place for sleeping each night and that the space provided shall not be available for sale at any time by the ticket agent nor the Pullman conductor, but shall be kept whole for the porter."

The Committee recommends that this resolution be referred to the Agreement Committee and I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER McNEAL: Resolution No. 51 - submitted by the Asheville Division

Whereas, upon occasions where a porter is required to perform service on a car or cars which are being relieved by the conductor during rest periods, and that said car or cars amount to working on three or more cars; be it

Resolved, that the on-duty porter performing this service be granted one additional hour of pay at his prevailing rate for this service.

The Committee recommends that this resolution be referred to the Agreement Committee and I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER McNEAL: Resolution No. 52 - submitted by the Jacksonville Division

CONSOLIDATION OF THE JACKSONVILLE-MIAMI PORTERS' ROSTERS

Whereas, the Pullman Company, up until the late Twenties, operated an agency in Miami, Florida, with a porter roster with one porter operating between Miami and Key West, and later on the Key West operation was discontinued, leaving no regular assignment for a porter. Porter Norris was then placed on the extra board; and

Whereas, the Florida East Coast and Seaboard Airline Railroad terminated in Miami and the Pullman travel increased to the extent that they established a district in Miami; and

Whereas, the Pullman travel continued to increase with extra cars leaving Miami for points East, North and West, and often they would not have any extra porters to cover cars and the Jacksonville District would have to place porters on cars while passing through and, as this continued, the Pullman Company established a temporary porters' roster in Miami.and, Jacksonville District being the nearest district,the men were recruited from Jacksonville on temporary transfer; and

Whereas, there is no regular porter operation out of Miami, and the porters in Miami on temporary transfer must survive on extra work and at times must remain in Miami ten or twelve days before receiving assignment, with expense occurring in Miami and Jacksonville; be it therefore

Resolved, that as there is no porter operation out of Miami, and the temporary porters are from Jacksonville and Jacksonville is the nearest district to Miami, that the temporary roster be discontinued and a permanent Jacksonville-Miami porters' roster be established in the Jacksonville District.

The Committee recommends nonconcurrence and I move the adoption of the Committee's recommendation.

BROTHER C. L. DELLUMS: I second the motion.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the report of the Committee be adopted. Are there remarks?

BROTHER H. N. REDDICK: Mr. Chairman: H. N. Reddick of Tampa. Though the Committee advised nonconcurrence, I believe it would be to the best interest of all if the resolution were referred to the Agreement Committee where it can be taken under consideration. I feel that it would be to the interest of all of us to make this transition as rapidly as possible whereby the men involved would get the equity of their seniority. There is one error - Jacksonville happens not to be the nearest point to Miami; Tampa is the nearest point, according to mileage.

PRESIDENT RANDOLPH: Any further remarks?

BROTHER S. HARPER: Mr. Chairman: Samuel Harper of Jacksonville. These conditions are existing today in Miami, and for the economy of the Pullman Company. We are all against these mergers, but there are a lot of mergers going on. I am expecting to find when I return home that either the Tampa District and Jacksonville have merged, or Jacksonville and Miami.

The reason that we choose to merge Jacksonville with Miami is because Tampa has an operation, a permanent porters' roster and a sleeping car operation, but Miami does not and Miami, at present, has eight Jacksonville porters who have been operating temporary in Miami for the past eight years. Therefore, we felt it was best to attempt to keep from infringing on the Tampa District and we thought it was better to use Miami. As Brother Reddick said, Tampa is the nearest district but they have no direct operation of trains from Tampa to Miami, but they do have from Jacksonville to Miami.

BROTHER McNEAL: Mr. President and Fellow Delegates: In defense of the Committee's recommendation I would like to point out that there is no district at Miami at this time. There being no district there, Miami can never compete with any other district under our rule of new service.

The fact of the matter is that during the Winter season numerous runs are put on for the season - New York, Washington, and Chicago to Miami, and a few from other points.

As it stands, the Jacksonville men, who are 366 miles from Miami, cannot participate in any of those regular runs in the Winter. In discussing this in Committee, I asked Brother Harper of Jacksonville if it were not true that the real purpose of the resolution was to get some of these winter jobs away from New York, Chicago, and so on, and he admitted this was in their thinking.

This organization had had a policy since the Forties that we would not take regular work away from one district and give it to another, because we learned over the years that this does not solve anything; robbing Peter to pay Paul does not create more work! And, we instructed the International President to never sign a special agreement taking away work from one group and giving it to another. That action still stands, unless changed by this Convention.

If we should adopt the resolution submitted by the Jacksonville Division we would be, in effect, getting around the policy we have adopted, and taking regular winter work away from porters at New York (many of whom have been furloughed all summer), from men at Chicago, and other districts operating these jobs.

Then, too, Mr. President, it is an impractical matter to merge two districts 366 miles apart; such a merger would mean, under other rules of the Pullman Agreement, that men would be required to deadhead from Jacksonville to Miami without pay, and back without pay - 366 miles.

What they are asking for is the equivalent, geographically, of merging St. Paul and Chicago (they are just 400 miles apart) or St. Louis and Chicago (290 miles) or St. Louis and Kansas City (295 miles apart) or New York and Pittsburgh.

These are all equivalent distances, and I think that were we to unthinkingly walk into this cute little situation we are being offered here we would do great damage to the Organization, so I hope the Convention will uphold the recommendation of the Committee on Resolutions.

BROTHER WILLIAM H. BOWE: Mr. Chairman: W. H. Bowe, New York. I want to endorse the remarks just made by the Secretary of the Committee.

This resolution was discussed lengthily by our Committee, and the President of the Jacksonville Division was given an opportunity to defend his resolution, which he did. After all had been discussed, pro and con, the majority of the Committee realized the purpose of this resolution and voted to sustain the position of the Committee. Only one vote was against it - Brother Harper, himself.

In a way . . . in my opinion . . . this resolution was disregarding the mandate that has been given the International President by the International Executive Board not to continue to take something from Peter and give it to Paul; you may satisfy Paul, but then you have a problem with Peter!

INTL. VICE-PRESIDENT WEBSTER: I would like to make a short remark on a matter I think all the delegates ought to be conversant with, and that is that the Brotherhood represents all the districts in the country.

Now, this method which we attempted to indulge in before we were stopped . . . wherever there was a district that was shy on work, we got into the habit of writing a memorandum of agreement to take a run away from one district and give it to another. Of course, Chicago being the biggest district, you just worked on us every time a couple of men got furloughed.

We tried that out for several years, but it developed that the basic problem we were concerned with was the fact that there was not sufficient work . . . taking from one district and giving to another did not provide any additional work . . . and I think you ought to bear in mind that the Brotherhood represents all districts. The program the Brotherhood adopted previously was adopted with a view of giving proper protection to all districts of the country on an equal basis.

As a matter of fact, all sorts of proposals are submitted to the Executive Board and the International President by districts which, unfortunately, have been without work. But you cannot create work by changing regulations with reference to one district and another, and since we represent all of the men, the Organization has to consider what is best for everybody.

PRESIDENT RANDOLPH: Any other remarks? I just want to say that, of course, Brother Harper was perfectly within his right to present his point of view with respect to this particular question. We do not want to intimate or suggest that he was not in harmony with the policy or practice of the Convention of the Brotherhood of Sleeping Car Porters - he just disagreed with respect to this matter.

As Brother Webster pointed out, we have tried this before, by making memorandum agreements to take lines from one district and give them to another, but we found out it was impractical, unsound, and therefore we had to discontinue it, we had to stop it.

Any further comments? If not, all in favor of the adoption of the Committee's recommendation make it known by saying "aye"; contrary say "no." The "ayes" have it and so it is ordered.

BROTHER McNEAL: Resolution No. 53 - submitted by the Baltimore and Ohio Train Porters, Chicago-Pittsburgh Division

"We would like to recommend the following resolutions:

1. Attendant will have the responsibility of two cars, and call extra men for third car.
2. Attendants with ten years receive one uniform a year.
3. Sick days count as work days.
4. Obtain at least one train attendant on all trains.
5. Qualified attendant for baggagemen on trains.
6. When involved in Company investigations, the accused should appear and also the person or persons pressing charges must appear in person."

This resolution was sent to the Committee on Train and Chair Car Porters and they will report on it when the report comes before the Convention.

BROTHER McNEAL: Resolution No. 54 - submitted by the Dallas Division

"With reference to cleaning interior cars, the Dallas Division of the Brotherhood of Sleeping Car Porters would like to submit these proposals or resolutions:

The Porter will be compensated with one hour's pay for cleaning abovementioned subject."

The Committee recommends that this resolution be referred to the Agreement Committee and I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER McNEAL: Resolution No. 55 - presented by the Dallas Division

"Porters deadheading on Company business and not furnished sleeping accommodations will be compensated for total hours for complete trip, instead of 10.15 out of 24 hours."

The Committee recommends that this resolution be referred to the Agreement Committee and I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER McNEAL: Resolution No. 56 - presented by the Dallas Division

"With reference to porters' in-charge pay, in-charge porters be paid the minimum conductor's rate of pay per month."

The Committee recommends that this resolution be referred to the Agreement Committee and I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER McNEAL: Resolution No. 57 - presented by the Montreal C.P.R. Division

1. Whereas, in view of the present conditions, seasonal spare board members should not be expected to pay the $25 assessment. This consideration should be given to them.

2. That the fraction of run applied on the C.P.R. on various runs be applied so as to create a better relief for the men that are on the runs.

3. Whereas, porters operating on runs in-charge when conductor has been removed, these porters are not given sufficient preparatory or release time to complete these extra duties and also given a rest period; and

   Whereas, in the past, in this instance, rest was never applied;

   We would like the Brotherhood of Sleeping Car Porters to take a more direct action and follow through to a successful conclusion.

The Committee recommends nonconcurrence on Item 1 of this resolution and recommends that Items 2 and 3 be referred to the International officers who are responsible for the policing of the Canadian Pacific Agreement. I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER McNEAL: Resolution No. 58 - presented by the Kansas City Division

Whereas, there have been a number of porters who have become disabled to work and disqualified for future work, by the Company's doctor, on their former job; and

Whereas, the employee, being too young to get a pension; and

Whereas, the Railroad Retirement Board refuses to grant a pension to these employees because the employee is able to do partial work, although he is denied work on his former job; and

Whereas, the employee has drawn all benefits from the Railroad Retirement Fund due him under the law, and becomes destitute financially; and

Whereas, no one will employ him in his present condition; be it

Resolved, that the Brotherhood of Sleeping Car Porters in its Fourth Triennial Convention go on record as recommending that this situation be brought to the attention of the proper authorities, and consideration be given to allow porters to draw their pension or compensation until they regain their health and are able to return to work.

The Committee recommends that this resolution be referred to the International President, with the suggestion that he discuss the problem with the Railway Labor Executives' Association. I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded by Brother C. L. Dellums.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the report of the Committee be adopted. Are there remarks? Brother Leverette, of the Twin Cities Division.

BROTHER L.G. LEVERETTE: I want to say that we had just such a situation in the Twin Cities Division . . . a man who was disabled on his job, and he drew the amount of his compensation out, but this man was given job-training so he could continue to work on some other job that he could do. So, it can be done. If you will contact the Compensation Board, they will give a man, who is not able to work on his job, job-training, so he will be able to do something.

PRESIDENT RANDOLPH: Any further remarks? Hearing none, all in favor of the adoption of the report make in known by saying "aye;" contrary say "no." The "ayes" have it, and so it is ordered.

BROTHER McNEAL: Resolution No. 59 - presented Local No. 4 - Illinois Central Porters

Whereas, when we have two assessments, a regular and special assessment, which becomes due at different times during the year; and

Whereas, having two deadlines for paying assessments, we feel that these two assessments should be combined because of confusion among the members; be it

Resolved, when it is found necessary to place a special assessment upon the membership, that these two assessments be combined and become due at the same time. Be it further

Resolved, that if and when any member is fired under the Union Shop Agreement because of delinquency in dues or assessments, the charge will not be withdrawn except that the member who is charged is sick or furloughed prior to the charge.

The Committee recommends that this resolution be referred to the International Executive Board. I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER McNEAL: Resolution No. 60 - presented by the Toronto C.P.R. Division

Whereas, Article 2(c) in our existing agreement between the C.P.R. and the B.S.C.P. covers the operating of two cars; and

Whereas, the management of C.P.R. chooses to ignore the article of our existing agreement; and

Whereas, conditions on many runs require us to make beds, lift tickets, pick up and discharge passengers; be it

Resolved, that the Convention will go on record to enforce the C.P.R. to respect said article of the agreement.

The Committee recommends that this resolution be referred to the International officers who are responsible for the policing of the Canadian Pacific Agreement. I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER McNEAL: Resolution No. 61 - presented by the Toronto C.P.R. Division

Whereas, our existing agreement between the C.P.R. and the B.S.C.P. does not spell out the allotted time for extra men reporting for deadhead service; and

Whereas, the C.P.R. management orders men to report at 6:30 P.M. for runs leaving at 11:15 P.M.; and

Whereas, this creates expense going to and fro, and hardship waiting for train time; be it

Resolved, that this Convention go on record to adjust this matter to a more favorable condition.

The Committee recommends that this resolution be referred to the International officers who are responsible for the policing of the Canadian Pacific Agreement. I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER McNEAL: Resolution No. 62 - presented by the Toronto C.P. R. Division

Whereas, Article 35 covers temporary discontinuance of runs other than an Act of God; and

Whereas, the C.P.R. frequently discontinue line runs temporarily; and

Whereas, the man affected on said car is forced to do standby duty, and standby duty is not an assignment; be it

Resolved, that this Convention go on record to have the men paid extra for standby duty.

The Committee recommends that this resolution be referred to the International officers who are responsible for the policing of the Canadian Pacific Agreement and I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded by Brother C. L. Dellums.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the recommendation of the Committee be adopted. Are there remarks? Hearing none, all in favor make it known by saying "aye"; contrary say "no." The "ayes" have it and so it is ordered.

BROTHER McNEAL: Mr. President, this finishes the report of the Committee on Resolutions and Constitution. I now move the adoption of the report as a whole.

BROTHER L. D. ROBINSON: Seconded!

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the report of the Resolutions Committee be adopted as a whole. Are there any remarks? Brother Webster?

VICE-PRESIDENT WEBSTER: I want to make this comment for future reference. Many of these resolutions . . . of course, any delegate or Local Division has the right to submit any kind of resolution he wants to this Convention. It is his right and prerogative and there is no intention, in any way, to take away anything from that right.

Now, it will be three years before we have another convention and if everybody, who feels that a rule isn't being properly interpreted or properly handled, waits for the next three years, it will never be changed. I simply want to call your attention to the fact that the facilities of this organization are present at all times for the purpose of getting the proper interpretation of the rules, or for the purpose of recommending a change in the rules.

We have a permanent Agreement Committee, and wherever a Local or individual member feels that a rule should be changed, it is sent to his Zone Supervisor or to the International President and it will be given the utmost consideration, and when the time comes that an agreement is being revised it will certainly be given consideration.

Many of these recommendations involve increased costs, and I think you ought to bear in mind the fact that in the past five or six years in order to obtain pay raises we had to sign moratorium agreements, and during the interim of these moratorium agreements you cannot present any rule that is going to involve increased cost. But the facilities of the Organization are available at all times; you do not have to wait until you come to the Convention. So, if you have other matters next month, or the next month after, you can take them up with your Zone Supervisor or the International President and they will be given the proper consideration.

PRESIDENT RANDOLPH: Thank you, Brother Webster, your comments were timely. I want to add, also, that whereas we had various resolutions here, with some referred to the Agreement Committee, some to the International President, and some to the International Executive Board, these resolutions will be examined, appraised and studied and the local organization will know just what action is taken thereon.

Now, the Convention only meets every three years, but the machinery of the Organization is always available to take action on anything affecting a Porter or an Attendant. That is the purpose of the Organization, and you may be assured that every single question you raise will be given careful and full consideration, with a view to trying to effect the desired solution.

Now, all in favor of the adoption of the report of the Resolutions Committee make in known by saying "aye"; contrary say "no." The "ayes" have it and so it is ordered.

It is now about five o'clock, and we have with us one of the outstanding citizens of Montreal. I want to designate Brother Totten and Brother McLaurin to escort the Rev. Dr. C. H. Este to the platform.

Is Sister Austin in the house? I want to designate Brother Lewis to escort Sister Elizabeth Austin to the platform.

We are fortunate in having with us one of our very active and aggressive and progressive leaders of the Ladies Auxiliary of the Brotherhood of Sleeping Car Porters, in Sister Austin of Jacksonville, Florida. I might say that Jacksonville perhaps has the largest single Ladies Auxiliary in the Brotherhood of Sleeping Car Porters, and Sister Austin has been at the wheel as pilot of that Auxiliary for a long number of years. She is one of the three sisters who are officials of the National Provisional Advisory Council of the Ladies Auxiliary to the Brotherhood of Sleeping Car Porters, which serves as the force with which we wish to rebuild the Ladies Auxiliary, and I want to have her say a few remarks to the Convention.

SISTER ELIZABETH AUSTIN: International President, International First Vice-President, other International Officers, Delegates here assembled, Members:

I am most happy at this time to bring you greetings from the Jacksonville Ladies Auxiliary. I can assure you that we are one hundred percent with the Brotherhood movement in building a bigger and better Ladies Auxiliary. I thank you.

(Applause)

PRESIDENT RANDOLPH: Thank you, Sister Austin, for that splendid statement.

And, now, Brother Delegates, as long as the Brotherhood has been active in the Dominion of Canada it has had the unqualified support and cooperation and blessing of one of the distinguished citizens and leaders of the Dominion of Canada. I should regard the Rev. Dr. Este as the conscience of Canada, especially with respect to peoples of color. His advice and counsel are always available to not only the peoples of color, but to all of the citizens of Canada and the workers.

He is highly respected, the object of ardent affection on the part of the people as a whole, and our organization has always been in his corner, working with him, supporting his Church and his projects, just as he has been in our corner, giving us cooperation and support. And, so, I consider it an honor to have the privilege and opportunity to present to you one of the distinguished citizens, not only of the Dominion of Canada but in the Western world.

Dr. Este will give us a statement, at this time of the Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters.

REV. DR. C. H. ESTE: President Randolph, Members of the International Executive Board, Delegates:

I consider it an honor to be introduced by Mr. Philip Randolph, International President of the Brotherhood of Sleeping Car Porters. This is an honor which is unforgettable.

I bring to this Convention the greetings of the Union United Church, of which I have been the Minister for approximately thirty-eight years. It's about time I should be thrown out and tarred and feathered! You know, they say a Minister's life has four cycles - admiration the first year, toleration the second, abomination the third year, and the fourth, extermination.

I am happy to be alive and to be yet active in the Church. I bring these greetings not only to Mr. Randolph himself, but also to the four International Vice Presidents and all the dignitaries and delegates without whose labor and support the Brotherhood might not have attained the success that it has now credited to it. These greetings, too, go to all the officers and the delegates and, particularly, the ladies because they are the backbone of the congregation of a church. This Brotherhood cannot afford to overlook the valiant support of the ladies.

Incidentally, I was deeply impressed by the speeches delivered by the President of the Ladies Auxiliary, particularly on Sunday and, also, yesterday morning. I wish it were possible for me to secure copies of those addresses for future study and reference and application.

So, I stand before you today with my heart bubbling over with pride for this magnanimous work that has been accomplished in the City of Montreal and, coupled with that, I must deviate and make particular reference to my good friend and colleague, Mr. A. R. Blanchette. I hope you do not think I am unethical to mention Mr. Blanchette's name, but sometimes a prophet has no honor in his own country, and many a man has died of a broken heart because his contemporaries failed to acknowledge his usefulness - to them, particularly. Sometimes many a local man has had to go abroad to seek recognition, and I just want to place on record today, and I am sure you will agree with me, the fact that Mr. Blanchette and his committee, his supporters and men, have done an amazing piece of work in bringing the convention to Montreal, and I must compliment you, as a convention group, for responding to his appeal and for giving us a chance for participation in order to make this work historic and for us to be a part.

Now, the next thing on my mind is to tell you that about twenty-five years ago I attended a convention in Toronto, a students' convention. About a thousand delegates were present; and there were a few radical fellows there who, at the close of the convention, declared they had wasted their time, they had not got anything out of the convention. There was nothing to arouse them, nothing to disturb their thinking power, nothing to challenge them. They were going away cold and empty, because most of the speakers were preachers, like myself, and sometimes we preachers are very cold, we take too many things for granted, sometimes we do not estimate the intellectual capacity of our audience.

That idea has lingered with me for the last twenty-five years. Whenever I attended a convention I usually asked myself: "Did I get anything out of the Convention?"

I attended your last convention in Los Angeles and I got a great deal out of that convention, and I have gotten a great deal of good out of this convention. And I hope each of the brothers and sisters will go back to his or her home with that fact in mind - that I came to Montreal and I left Montreal with something, I got something out of that convention, and that something is going to last me for the next three years and I am not going to be a lazy fellow and bury it under a bushel, but will invest it and make an effort that it restores me a hundredfold.

Some of you will be interested or curious to know what are some of the things I have gained from this convention.

I have been disturbed by every word that fell from the lips of Mr. Randolph; I have been also disturbed by every word I have heard uttered by Mr. Webster; at the Ladies Auxiliary meeting I was disturbed by every word of the Auxiliary President. I have been greatly disturbed in this convention and because I have been disturbed, I must say that it has been, and is, a good convention.

If a convention cannot disturb you it is of no value. You must be awakened, moved, challenged, in order for a convention to be good.

Now, one of the things that I have received from this convention, that is going to disturb me for a very long time, was a remark made here by Mr. Randolph that there are some Pullman Porters who took this Brotherhood to court. That will always disturb me, because I cannot see how a Pullman Porter could be mean enough to take this Brotherhood to court. I cannot imagine how a Pullman Porter, who has been fortunate enough to have his working hours reduced to 204 hours a month and receive a salary of $400 a month; I cannot see how a Pullman Porter, with the prospect of receiving a pension of $200 a month; I cannot see how a Pullman Porter, whose position has been elevated from practically serfdom to that of a gentleman, could have the heart to bring this Brotherhood to court - and that will always disturb me.

I think it is the rankest piece of ingratitude, that a Pullman Porter could stoop so low to degrade himself to bring an organization of this high repute to court, and I think it should disturb you. You should go home with this fact engraved on your heart - that we have men in our ranks, men who are trying to bring this organization to disrepute, and you should be so disturbed that, on your return home, you make an effort to find these men and to find their wives. I cannot think of any wife who would encourage a Pullman Porter to sue this organization. If I were the wife of a Pullman Porter and he came home and told me he was going to take legal action against this Brotherhood, I would divorce him! I could not live with such a man - such a man is not a man, he is even lower than a beast.

You should be disturbed about these things, Brethren, and go home with a vital challenge, a manly challenge, that you will have to find these men, not to condemn them nor to glorify them - you will have to find them and adopt the attitude of the Son of Man and remember that it is natural to err. You have to find them and bring them back to the fold. Remember the song:

> "Where is my wandering boy tonight?
> The boy of my love and care;
> The boy that was once my pride and joy,
> The boy that I loved so well . . .

And the writer went on:

> "Go search for my wandering boy tonight,
> Go search for him wherever you may,
> And bring him home with all his blight
> And tell him I love him still."

That is the attitude you must take away from this convention and adopt it at home. You must find these men who have become delinquent, and let them know there is a place in the Brotherhood for them. Now, if you can do that; if you can show Mr. Randolph and this great army of executives who have devoted their lives to the consecration of this work; if on your return home you can endeavor to find them and bring them in and give them a chance to restore themselves to active service, I am quite sure that when the next Triennial Convention shall have met you will be able to boast of a period crowned with innumerable blessings.

We send you away with the blessings of the Church.

(Applause)

PRESIDENT RANDOLPH: Thank you, Dr. Este. I am sure that all of the delegates have been deeply moved by that stirring and eloquent address of yours, appealing to the intelligence and the conscience of our great organization and of every member of our movement, calling upon them to rally to a great fellowship, a great ideal, the Judaic-Christian tradition that we must give respect to the personality of every man and that every man should give respect to the personality of every other man.

Yes, it is true, all of us ought to be troubled and disturbed by the fact that any Porter could so digress, so err, be so unwitting in his thinking as to go into a court, to bring his organization into court in order to bring it into disrepute. As a matter of fact, it was almost incredible to me and it has troubled me . . . not that I think any great harm can come to the Organization . . . but these are men of labor and they ought to be brought back into the fold.

As Dr. Este says, we ought to go out and get them, go out and commune with them and let them know that their action was not only harmful to the Organization but harmful to themselves and to their families, and bring them back. They are the wandering sons of labor and they have simply not understood what the philosophy of labor is or what our ideals are. It is necessary to have them understand fully that one must be for all and all for one, and that our philosophy is the philosophy of service of one worker to all other workers. We believe in our fellow man and we will fight for our fellow man, even those that are against us; we know that they have blundered, have made a grave mistake, nevertheless we are for all labor . . . in fact, we are for all mankind.

And, so, Dr. Este, we are happy to have you as our friend, our counsellor, and we go away with your blessings, and when we hold our next Triennial Convention we hope that it may be possible for you to be with us then.

(Applause)

Now, the Chair is going to designate the hour of twelve o'clock for elections tomorrow. Until ten o'clock tomorrow morning the Convention is adjourned. An announcement by Brother Webster.

VICE-PRESIDENT WEBSTER: There will be a Resolutions Committee meeting tomorrow morning in the Green Room at nine-forty, to take up one resolution we have not disposed of yet.

BROTHER A. R. BLANCHETTE: Mr. Chairman, Fellow Delegates: We want to remind you that at adjournment by the Chairman we are to have the benefit of a film presented by Histadrut so, at adjournment, will the Sergeant-at-Arms tell Mr. John Freeman that he may enter.

PRESIDENT RANDOLPH: The Convention is adjourned until ten o'clock tomorrow morning.

FRIDAY MORNING SESSION

September 14, 1962

The Friday morning session of the Convention convened at 10:00 A.M., with President Randolph presiding as Chairman.

PRESIDENT RANDOLPH: We will begin with the Invocation by Rev. J. P. Davis of New Orleans.

REV. J. P. DAVIS: Our Father in Heaven, we thank Thee for another expression of thy love and thy tender mercy. As we come together this morning, we thank Thee for the week's activities at this our Convention.

We thank Thee, our Father, for the harmonious and cooperative spirit that has prevailed among our brothers, and we ask thy blessings upon us all. We pray that Thou will prepare us for the challenge that lies ahead; we pray that Thou will give us the courage and the spirit to stand up and fight for the things that are right for our organization.

We ask your blessing upon our official staff and upon Brotherhood men everywhere. **Dear** God, we pray that you will favor them and give them courage to still carry on. Bless us, our Father, in all our endeavors and finally, when the end comes when we, too, like others, must die, we pray that God will grant us all admittance into thy Kingdom.

We ask it all in the name of Him who taught us how to pray:

Our Father which art in heaven,
Hallowed be thy name.
Thy kingdom come. Thy will be done
in earth, as it is in heaven.

Give us this day our daily bread.
And forgive us our debts, as we forgive
our debtors.
And lead us not into temptation, but deliver
us from evil: For thine is the kingdom, and
the power, and the glory, for ever. Amen.

PRESIDENT RANDOLPH: The first order of business will be the report of the Committee of Train and Chair Car Porters. Brother T. D. McNeal, chairman.

BROTHER T. D. McNEAL: Mr. President, the Committee on Train and Chair Car Porters will ask its Secretary, Brother H. D. Williams, to make the report for the Committee.

BROTHER H. D. WILLIAMS: Mr. Chairman and Fellow Delegates: Your Committee on Train and Chair Car Porters and Attendants has held two meetings and begs leave to submit the following report.

(1) Convention Resolution No. 53 was referred to this Committee for discussion and recommendation. It reads as follows:

> Resolution No. 53 - presented by the Baltimore and Ohio Train Porters - Chicago-Pittsburgh Division
>
> We would like to recommend the following resolutions:
>
> 1. Attendant will have the responsibility of two cars, and call extra men for third car.
> 2. Attendants with ten years receive one uniform a year.
> 3. Sick days count as work days.
> 4. Obtain at least one train attendant on all trains.
> 5. Qualified attendant for baggagemen on trains.
> 6. When involved in Company investigations, the accused should appear and also the person or persons pressing charges must appear in person.

The Committee recommends that this resolution be referred to International President Randolph and Zone Supervisor McLaurin who have the responsibility of negotiating changes in the Baltimore and Ohio Agreement. I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER H. D. WILLIAMS: (2) Whereas, the International Organization is engaged in a heroic effort to cut the hours of work and to protect the mileage and trip basis of payment of Train Porter members, we, the elected representatives of Train Porters, Chair Car Porters and Attendants, who are not yet directly engaged in this fight pledge our unqualified support and ask that this Convention go on record

Resolving, that all Train Porter, Chair Car Porter and Attendant members be called upon to wholeheartedly support the fight of our Sleeping Car brothers on the New York Central, the Soo Line, the Rock Island, and those who work for Pullman, in their great struggle to secure the 173-hour month.

Mr. Chairman, the Committee recommends that the foregoing resolution be adopted, and I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER WILLIAMS: (3) Whereas, the employment of Porters and Attendants by railroads is constantly decreasing; and

Whereas, in some instances the employees' own lack of interest in providing a high standard of service has been a contributing cause; therefore be it

Resolved, that this Convention go on record as calling upon all General and Local Chairmen to constantly call to the attention of their members the necessity of maintaining a high level of courtesy and service to passengers on every trip.

Mr. Chairman, the Committee recommends that the Convention adopt this resolution. I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER WILLIAMS: (4) Whereas, many decisions and actions of railroads and other Unions in a given part of the nation will eventually affect all Train and Chair Car Porters and Attendants; and

Whereas, under our present system of communication, a Zone Supervisor is expected to advise with only those Locals in his Zone on such matters and other Zone Supervisors might not even know of a given case or decision; therefore be it

Resolved, that the Convention go on record as requesting the International President to inform all Train Porter, Chair Car Porter and Attendant Locals and their Supervisors of pertinent developments in the nation which are likely to eventually affect the welfare of the members of such Locals.

Mr. Chairman, the Committee recommends that the Convention adopt this resolution. I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER WILLIAMS: (5) Whereas, the trend towards combination jobs such as porter-waiter is continuing; and

Whereas, railroads are continuing their efforts to have employees from other seniority rosters to perform Porter work; therefore be it

Resolved, that this Convention go on record directing our International officers and General Chairmen to make every effort to secure contracts guaranteeing that our members will do Porter's work.

Mr. Chairman, the Committee recommends that the Convention adopt this resolution. I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER WILLIAMS: (6) Whereas, the Committee on Train Porter, Chair Car Porter and Attendant affairs is advised of and has evidence showing that representatives of the Order of Railroad Conductors and representatives of the Brotherhood of Railroad Trainmen are soliciting membership and affiliation of Brotherhood people on at least three railroad properties at this time; and

Whereas, the history of these two organizations clearly indicate that they always have and still desire to eliminate the craft of Train Porters from American railroads; therefore be it

Resolved, that this Convention go on record calling upon all International officers, all General Chairmen and all Local Chairmen to constantly keep on the alert for such efforts and to use every means at their disposal to stamp them out before they can gain any headway.

Mr. Chairman, the Committee recommends that the Convention adopt this resolution. I move the adoption of the Committee's recommendation.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the report of the Committee be adopted. Are there remarks? Yes, Brother Webster.

VICE-PRESIDENT WEBSTER: Don't get alarmed. I am not going to impose any of my oratory on you this morning, but I think it significant to mention one or two things in connection with the resolution referring to the Trainmen and the Conductors and their efforts to get our people in their organizations.

I have had a long experience, even before this Brotherhood, in dealing with these so-called operating unions as they affect Negroes - and they don't want any parts of you.

However, there was one union, the Switchmen's Union of North America, that took the color clause out of its constitution voluntarily. We didn't have to put the heat on the Switchmen's Union as we had to do with the Trainmen. The Switchmen went out and solicited Negro switchmen and even asked our organization for cooperation in urging Negroes to become part and parcel of the Switchmen's Union. Later, they set up a local division in one of the southern cities where the Negroes participated to the greatest extent. In one union, a Negro was secretary-treasurer.

But, there are certain things that ought to be borne in mind. White railroad men have lost jobs; 152,000 of them are out of work. These men want work, they are after jobs and, given a chance, they will take your jobs.

Brother Randolph and I were riding in a day coach somewhere in Georgia and a white trainman came and unloaded our grips and all of the other Negroes' grips, just like you chair car porters do. The point I'm making is that they will take these jobs once the Union gets control as the bargaining agent, and the jobs you're working on now that pay good salaries will go from black to white.

I think it is well to mention that this organization fought for fourteen years against the Trainmen's Union on the Santa Fe Railroad. The Trainmen went to the Railroad Adjustment Board and got a decision which gave them the right to operate on the head end of the train. We carried the case into court and fought for fourteen years against this Trainmen's Union to keep these men on their jobs. Those are some of the things that we ought to bear in mind in connection with this situation.

PRESIDENT RANDOLPH: Thank you, Brother Webster, for those remarks. The Brotherhood of Railroad Trainmen has probably been responsible for displacing more Negro railroad workers than any other single organization in the railroad industry. As a of fact, the

Negro brakeman is rapidly becoming a thing of the past, and the Brotherhood of Railroad Trainmen is responsible. Brother Webster is quite right when he says there are a hundred and fifty thousand white men who are jobless, but those that can get a place in the railroad industry are fighting to get that place, and if they can displace a colored man they are going to do it and, therefore, this is a very vital and timely thing.

Now, the vote is on the report of the Committee. All in favor of the adoption of the report of the Committee make it known by saying "aye"; contrary, say "no." The "ayes" have it and so it is ordered.

BROTHER WILLIAMS: (7) Whereas, the constant threat of loss of the jobs of our membership and clever maneuvers on the part of the various railroads have placed on the shoulders and the minds of our International Officers tremendous added burdens; and

Whereas, some members are inclined to criticize rather than commending our International Officers for standing up under this pressure; therefore, be it

Resolved, that all delegates to this Convention, assembled in Montreal, Canada, September 9 through 14, join the delegates from the Train and Chair Car Porters' Locals in commending our officers for a job well done and committing ourselves to back their efforts with everything we have in spirit, finance and physically, if necessary.

Mr. Chairman, the Committee recommends that the Convention adopt this resolution. I move the adoption of the Committee's recommendation.

. . . . Motion duly seconded and carried.

BROTHER WILLIAMS: Brothers, that finishes our report submitted by the Train Porters Committee, Brother T. D. McNeal, Chairman and H. D. Williams, Secretary.

Mr. Chairman, I now move that the Convention adopt as a whole the report of the Train and Chair Car Porters and Attendants Committee.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the report of the Committee as a whole be adopted by the Convention. Are there any remarks? Hearing none, all in favor make it known by saying "aye"; contrary, say "no." The "ayes" have it, so it is ordered.

Now, the Resolutions Committee has a final report to make.

BROTHER T. D. McNEAL: The Committee on Resolutions and Constitution wishes to submit for consideration of the Convention a proposed amendment to the Constitution, which reads as follows:

Resolution - presented by International
President, A. Philip Randolph

AMENDMENT TO THE CONSTITUTION
SECTION: STRIKES

The International President shall have authority to order a strike affecting any or all the membership involved when agreed upon and approved by the International Executive Board and when in accordance with the Constitution of the Brotherhood of Sleeping Car Porters.

In the event of a strike, the International President shall be the recognized leader, and with the approval of the International Executive Board, shall have authority to command the entire resources of the Brotherhood.

The agency herein authorized to sanction a strike, which is the International Executive Board, shall also have authority to declare a strike at an end.

Mr. Chairman, I move the Convention adopt this amendment to the Constitution.

. . . . Motion duly seconded by Brother J. A. Means

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the report of the Resolutions Committee with respect to this amendment be adopted. Are there remarks? Let me say with respect to this amendment at this stage, the amendment must be adopted by a two-thirds vote of the Convention, hence the Chair will require that the delegates rise when the vote is taken.

BROTHER H. N. REDDICK: I want to ask a question. Is this amendment to be a permanent part of the Constitution or just for this particular crisis?

PRESIDENT RANDOLPH: It will be a permanent part of the Constitution from now on, as long as we have an organization. Any further remarks? If not, all in favor of the adoption of this amendment to the Constitution of the Brotherhood of Sleeping Car Porters make it known by standing.

Thank you. The Chair declares adoption of the amendment by unanimous vote.

Now, the next order of business will be the report of the Committee on Scientific Service, Safety and Efficiency, by International Field Representative, Brother A. R. Blanchette.

BROTHER A. R. BLANCHETTE: Mr. Chairman, the Committee is ready to report and our Secretary, Brother Bailey Morris, of Twin Cities, will read the report.

BROTHER BAILEY MORRIS: Mr. Chairman, officers, delegates and members of the Brotherhood of Sleeping Car Porters: Your Committee on Scientific Safety, Service and Efficiency begs leave to submit the following report:

The functions of the Committee are (1) to consider plans whereby the various divisions might gather and supply information to their members regarding safety practices that aid in the reduction of injuries to them while at the same time pointing the way to prevent injuries that occur from recurring, and (2) in view of the great competition from airlines, buses and private cars to first-class railroad travel, thereby reducing employment to our members, to present plans that would improve the quality and efficiency of service of our members in the hope of making the service more attractive to patrons of the railroads, thereby increasing their business.

With these views in mind, the Committee hereby submits the following resolutions:

Resolution No. 1

Whereas, the question of scientific safety, service and efficiency has been a matter of concurrent growth with the railroads, Pullman Company and railways of the Dominion of Canada; and

Whereas, in its slow growth much suffering has been entailed through accident and loss of life by employees, and loss of money and manpower by the railroads, the Pullman Company, and railways of Canada; and

Whereas, railway labor unions, in a desire to afford greater protection for their members, have gone to legislative bodies for enactment of laws that would ensure greater improvements and regulations designed to correct these evils; and

Whereas, through negotiations with the railroads, the Pullman Company and the railways of Canada, they have been able to accomplish many reforms for protection of life and limb as well as saving money for families of these workers; and

Whereas, the railroad companies and the Pullman Company have found it expedient to employ the more scientific safety devices in building and operating cars and trains; and

Whereas, the members of our organization are employed by the railroads, the Pullman Company and the railways of the Dominion of Canada and are benefited by these improvements for safety of all who travel by rail; therefore, be it

Resolved, that the Brotherhood of Sleeping Car Porters, assembled in Convention, go on record as endorsing a campaign of education, getting all employees working for railroads and the Pullman Company, over whom it has jurisdiction, to become scientifically safety-minded in their services; and be it further

Resolved, that Safety and Service Committees be set up in all the various divisions to operate under the supervision of the Zone Supervisor independently of Company Committees, with the provision that our committees shall have the right to investigate accident reports and ascertain the conditions under which the employees work; check the methods employed by fellow workers and yard forces in putting away equipment in such manner as to constitute safety hazards; these committees to cooperate with the Educational Committees in order to disseminate all information and findings to the members in regular meetings.

I move the adoption of this resolution.

. . . . Motion duly seconded and carried.

BROTHER BAILEY MORRIS: Resolution No. 2

Whereas, the Organization desires that its members render the highest type of service at all times; and

Whereas, the proper performance of the members' duties helps to promote the efficiency of the entire group; and

Whereas, better service will attract more patrons, increase revenue and offer opportunity for higher wages and more work; be it

Resolved, that the Organization, through the Committees on Safety and Service, emphasize the following:

1. The tidiness of employees on duty.
2. Tidiness of washrooms.
3. Putting away properly the equipment in order that work of the fellow worker taking over the car will be easier.
4. Good conduct at all times.
5. Coordination and cooperation of members while in service, with a view of improving the service and making it easier for all.
6. Courtesy to all patrons of train and Pullman services.

I move the adoption of this resolution.

. . . . Motion seconded and carried.

BROTHER BAILEY MORRIS: Resolution No. 3

Whereas, our members are required to supply streamlined, modern and efficient service, service which is patient, particular, personal and purposeful; and

Whereas, our service employees must beware of shortcuts, regardless of amount of work to be done; and

Whereas, by continuously demonstrating that they are the best dispensers of service to the traveling public throughout the United States and the Dominion of Canada, our service employees thereby underwrite the continuity of their employment; therefore, be it

Resolved, that the Brotherhood of Sleeping Car Porters, assembled in Convention at Montreal, Quebec, Canada, September 9-14, 1962, go on record endorsing an intensive campaign designed to improve the service and safety of employment.

Mr. Chairman, I move the adoption of this resolution.

. . . . Motion duly seconded and carried.

BROTHER BAILEY MORRIS: Brothers and Sisters this ends the report of your Scientific Service, Safety and Efficiency Committee.

Respectfully submitted,

A. R. Blanchette, Montreal, Chairman
Bailey Morris, Twin Cities, Minn., Secretary
M. D. Stone, Richmond, Virginia
James Woods, Omaha, Nebraska
Frank Pogue, Pittsburgh, Pennsylvania
H. H. Bluff, Chicago, Illinois
H. Rock, New York, N. Y.
W. L. Thomas, Fort Worth, Texas
D. Turner, Dallas, Texas

I move the adoption of the entire report.

BROTHER C. L. DELLUMS: Seconded.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the report of the Committee be adopted as a whole. Are there remarks? Hearing none, all those in favor make it known by saying "aye"; contrary say "no." The "ayes" have it and so it is ordered.

The Chair wants to state that this is an important report. It is an important committee.

In view of the increased competition in the field of transportation of passengers, such as airplanes, buses and, especially, private automobiles, it is highly important that all employees that are concerned about passenger traffic, whose jobs depend upon passenger traffic, it is highly important that they become concerned about improving the service, making it more attractive in order that the public may be brought back to the rails.

I believe that in view of the population explosion which is now going on throughout the entire world as a result of increasing standards of living . . . as standards of living are raised higher and higher, longevity is increased and population is increased, therefore these countries need the railroads to provide facilities for the movement of mass population.

I do not think in your lifetime or, as a matter of fact, in generations to come, we will have a country without railroads. However, because of the element of speed there are certain passengers who have traveled on the railroads who will make use of the airplanes. But I have traveled around the world twice in airplanes; I have seen all kinds, all modes of travel all over the world, and I have seen no diminution of train travel in Europe. The trains are as fast as trains here and they are loaded, they are packed - trains, for instance, from Paris to Rome; trains from Brussels to Paris, and so on; they are packed, and there is no possibility in the near future of the railroads being eliminated. We have the responsibility to contribute our mite, our bit, in making railroad travel more attractive.

Now, one thing about airplane travel - I have never known of any complaint concerning the element of courtesy with respect to anybody working on an airplane. The hostesses, the stewards, are unquestionably polite and courteous, and are concerned about the well-being of passengers; the Captain comes down from time to time and will speak to anybody, in order to make you feel at home and welcome. They greet you with courtesy when you enter the airplane. We have to compete with that.

I think this report is quite well done. It covers the field very well, and Brother Blanchette has made this report in the splendid tradition of Brother Thomas Patterson who originated this committee.

So, I want to emphasize the importance of this committee, of this matter of service being rendered by our people on the trains. I want to thank you for this report.

The next order of business is the report of the Committee on Organization and Education, Chairman B. F. McLaurin of New York City.

BROTHER B. F. McLAURIN: Mr. Chairman, International Officers, Delegates, Members: The Committee on Organization and Education is now ready to make its report. It will be given to you by Secretary H. L. Alexander of Chicago.

BROTHER H. L. ALEXANDER: The Brotherhood of Sleeping Car Porters faces its most critical period in the history of its existence. We meet at a time when the morale of the members is at a low level. We are faced with a great deal of discord in the ranks, as a result of false information, false propaganda and the Big Lie technique which is used to divide, weaken and destroy the faith of our members in both Local and International offices.

In each succeeding Convention we have made, in our opinion, excellent recommendations only to find that most divisions have found difficulties in the application of the recommendations because our members have failed to respond to the program set forth. We have lost our zeal and organization spirit, the good-will that existed towards one another in the so-called old days seems to be at an end. This is reflected in the attendance at meetings. We feel that the most serious problem affecting the Organization today is the lack of participation and meeting attendance. This has resulted in a lack of a high degree of activity, thus reflecting a greater need for the individual responsibility of membership participation, for without organization the program of education suffers.

We have come to realize that the reestablishment of our Ladies Auxiliary as an integral part of the Local's program is no longer a promise to be made at Convention time. Our present situation makes it mandatory that each Local Division be sincerely urged to help reestablish and maintain the Auxiliary as a functioning part of the Organization's program. We need and must build the old spirit of the Brotherhood, in order that the household of every brother will reflect the Brotherhood spirit.

We must strengthen the hands of our International officers, in the fight to eliminate discrimination in the trade union movement, by affiliating with cities and states central labor councils.

Efforts must be made to get our membership to register and vote. We must give greater support to COPE, and the RLEA in the field of political education, and to acquire information through the Community Service Committee of the AFL-CIO, CLC, by paying our annual two dollars to these two agencies.

In view of the change in attitude on the part of some misguided members who have been responsible for legal action; in view of the grumbling about paying dues and taxes and the failure of our membership to attend meetings and play an active part in Local affairs, thus weakening the Organization's machinery to combat the day-to-day propaganda and misrepresentation of the image of the Organization, the Committee on Organization and Education make the following recommendations.

1. We recommend the continuation of the Committee on Organization and Education in each Local and wish to suggest immediately for their consideration the following material:

   (a) An interpretation of the respective agreements protecting the membership.

   (b) A study of the Constitution and By-Laws that govern the duties of the officers and members.

   (c) A study of the welfare program as set forth in the Travelers Insurance Plan.

   (d) A study of the pension laws, as well as an interpretation and application of current news affecting the trade union movement.

2. In view of the lack of attendance at meetings of the Organization, Committee recommends that a special committee be formed to acquire greater attendance at meetings and improve the contents of its program in order that greater interest might be engendered.

3. The Committee recommends that the Local Division give close cooperation in the establishment and maintenance of the Auxiliary and that a coordinated program be established to make the Auxiliary an integral part of the Local's aspirations. We feel the Brotherhood's fight to secure the shorter workmonth and job stabilization with pay increases is an important objective of the Organization. We have come to realize, based upon our experiences, that every segment of the Organization is needed in this effort. We have suggested, from time to time, that the Local Divisions help the Ladies Auxiliary in their respective divisions become a useful instrument in helping the Committee carry forward a constructive program in making every porter's home a union home. We can no longer accept this responsibility lightly. We must help build the Auxiliary and help maintain it as well. We commend the Local Councils that have used their offices to assist in this important program; however, too few presidents have set in motion machinery to make the Auxiliary a functioning counterpart in Local activities. We urge each Local to help reestablish the Local Division in order that the International Auxiliary may become a reality.

4. The record indicates that too few of our members register and vote, not only in city, state and federal elections, but this failure reflects itself in the Brotherhood Local elections as well. The labor movement works consistently to improve the political image of the workers without regard to party affiliations. We, therefore, recommend that we give greater support to the Committee on Political Education, known as COPE, and to the Railway Labor Executives' Association, by contributing two dollars annually to these two agencies.

5. We have in each Division a growing number of retiring men and women. Many of these members have considerable time to engage in worthwhile efforts to improve their lives and the community in which they live. While they are getting pension checks to maintain a standard of living, we know that this is not the total answer to the needs of our retirees. In come communities they are plagued with a housing problem; they are plagued with lack of recreational facilities and hobbies, thus retiring in the total sense of the word. The Committee recommends that efforts be made to organize the retired members so that they may become an active force in the fight for medical care and efforts to improve the Pension Act, to say nothing of improving the political climate in labor's fight to abolish the Taft-Hartley Act and certain provisions of the Landrum-Griffith Law. We further recommend that, wherever possible, efforts be made to find the recreational facilities provided by city and state governments, to help the retirees adjust and live useful lives in the community.

6. The Brotherhood of Sleeping Car Porters is in the forefront of the struggle of Negro workers in their efforts to acquire a greater stake in the respective economies. Our International officers have waged a relentless fight around the country in efforts to get the Negro worker a greater stake in improved jobs, both in the field of semi-skilled and skilled employment. In the Executive Council meetings of the AFL-CIO, as well as in the conventions, the problem of discrimination in employment has been forcefully presented and progress is being made.

The Negro American Labor Council, organized and directed by our International President, A. Philip Randolph, is proving to be a useful instrument in the fight to complete the unfinished task of opening job opportunities for Negro workers, as well as giving apprenticeship training in the skilled trades. The Committee recommends that the Brotherhood of Sleeping Car Porters, through its local divisions, make every effort to secure members from our ranks in support of the National Negro American Labor Council's fight to open avenues for Negro workers to acquire proper counseling and apprenticeship training in the skilled trades. Unless this program succeeds, we feel a great deal of the fight to integrate the Negro worker will be circumvented, frustrated and defeated.

7. We further recommend that greater coordination be had from all officers involved in the question of education and organization, and that Local Chairmen be requested to submit to their Zone Supervisors a quarterly report of their activities.

8. And, finally, we recommend that all pertinent information dealing with the Organization's program be sent directly from the International office so that all Local Committees on Organization and Education be armed with accurate and official information on all phases of the Brotherhood's program, in order to combat vicious and false propaganda. We urge, also, that Local Chairmen make special efforts to secure a responsible reporter to the Black Worker to improve the content of Local news and make greater use of our official organ. We further recommend that copies of this resolution be sent to all Local Divisions immediately, in order that the Committee on Organization and Education start their work immediately.

Respectfully submitted,

B. F. McLaurin, Chairman, New York, N. Y.
H. L. Alexander, Secretary, Chicago, Ill

W. L. Thomas, Fort Worth, Texas
W. L. Anderson, New York, N. Y.
G. R. Tillman, Chicago, Ill.
S. H. Moseley, New York, N. Y.
L. D. Robinson, Philadelphia, Pa.
A. L. Payne, Washington, D. C.
L. H. Greene, New York, N. Y.
Samuel Jefferson, Chicago, Ill.
H. N. Reddick, Tampa, Fla.
Robert Willis, Toronto, Ont., Canada
J. W. Simmons, Winnipeg, Man., Canada
I. McLaurin, Memphis, Tenn.
E. Ford, Jr., Washington, D. C.
James Lewis, Jacksonville, Fla.
W. S. Fant, Jersey City, N. J.
M. Gregory, Tampa, Fla.
O. W. Jackson, Chicago, Ill.
T. Mitchell, Baltimore, Md.

Mr. Chairman, I move the adoption of the report of the Committee on Organization and Education.

BROTHER C. L. DELLUMS: Seconded.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the report of the Committee be adopted as a whole. Are there remarks? Hearing none, all in favor of the adoption of the report as a whole make it known by saying "aye"; contrary say "no." The "ayes" have it.

BROTHER G. R. TILLMAN: Mr. Chairman, International Officers and Delegates to the Convention: I was a member of the Committee, and I just want to leave a thought with you. We reached a conclusion in discussion . . . we all decided that the real problem which faces us today is lack of participation in the Brotherhood's program, and lack of education.

Now, if we are going to get any good out of the report that has been presented we have to take it home and see that the program is carried through. So, I want to recommend that we be sure, by all means, to set up a local Education and Organization Committee and see that it functions.

PRESIDENT RANDOLPH: May the Chair make this observation: the Organization and Education Committee is a standing committee in the Brotherhood of Sleeping Car Porters.

BROTHER W. L. THOMAS: W. L. Thomas, Fort Worth, Texas. Mr. Chairman, Delegates: I speak as a member of the Committee and a Local Chairman. This committee has been a standing committee of the convention for quite a few years and it so happens I have been on the committee. I want to emphasize what the delegate, who just yielded the floor, has said, and also state that I think this committee is one of the most important in the Organization for the simple reason that you can sense and see that the morale of the entire organization is too low and, in the committee, we decided that one way of correcting it would be through the Ladies Auxiliary.

Now I am sure that all of your wives are members of the Auxiliary, and in the committee we came to the conclusion that we would get better results if the delegates were encouraged to go back to their locals and set up educational committees and, particularly, to bear in mind that working through the Ladies Auxiliary will have its effect on raising the morale of the members of the Brotherhood.

PRESIDENT RANDOLPH: Thank you, Brother Thomas: The Chair wants to say that the observations by Brother Tillman and Brother Thomas are quite pertinent and timely.

VICE PRESIDENT WEBSTER: I am sorry I have to make these comments at this late date, but I think this question is highly significant.

There is some reference in the Committee's report that the morale of the membership is low; while I won't object to the report, I do not think that it is altogether correct.

I am President of the biggest Local in the Brotherhood - thirteen hundred paid up members; that is about half of you. I also have two of the largest Chair Car Attendants' locals under my jurisdiction, from Chicago to the West Coast. I believe I see more members of this organization than any other officer; I spend all of my time with the members of the Organization. When I'm in Omaha, I am with Jimmy Woods and Taylor Murrell; in Kansas City, I hang around with Brown, Norman and Bob Willis, and when I am in Twin Cities I spend a good deal of my time with Bailey Morris, Leverett and the rest of the boys.

I do not think that we ought to leave here with the impression that our morale is low. We have some problems, it is true, but I don't think that the morale of the membership, on the whole, is low. I believe that the large majority of the membership of this Brotherhood is sound and solid.

I had a joker around Chicago that tried for three or four years to work up some sentiment against me, and finally got up enough nerve to run against me as President of the Organization. He didn't win - didn't get a smell, as a matter of fact. If anybody listened to the propaganda, they only represented an infinitesimal number of the members in Chicago. I think this is true of the Organization. The average member is sound when the chips are down. But let me tell you one thing - the fact that men have been able to criticize this organization is your fault, because you listened to it!

Whenever a man starts to knock this organization you can walk away from him, and if he has nobody to talk to he can't knock. And when you get to Los Angeles or Chicago, or some of the other places, and you hear one of these babies knock the Organization you should get up and walk away; that would be far more effective than knocking him on the head. I wouldn't tell you to do what I would do if I were still on the road, but there is one simple thing that you can do - all you have to do is walk away from him. If you don't listen to him he can't get results.

So, I say to you again that I think the membership of this Brotherhood is sound - there is no question about it at all . . . and I think it is the responsibility of each and every member to see to it that the propaganda program against this Brotherhood carried on by a handful of men do not amount to a hill of beans. I want to leave that thought with you because the responsibility is yours, and I do not think we ought to leave this Convention with any idea that our morale is low, because it is not.

I commend to you those suggestions in the hope that you do the same thing that we do in our zone. We don't let anybody get away with anything! If you will follow those suggestions, I don't think we will have any trouble in putting down this anti-Brotherhood propaganda.

BROTHER W. L. THOMAS: I think very kindly of what Brother Webster has said, but the fact remains that we do have problems. We might have used the wrong word when we said the "morale" is low, but one of the problems we consider most serious in the Local is: how can we get to these men to give them what you have given us in this convention? How can we get a quorum? How can we curtail the unconcerned or indifferent porter who is spreading this propaganda?

I speak because I am a Local Chairman, and it is fortunate, brothers . . . . . we do not regret it, but it is fortunate this organization has local officers working for nothing . . . but it is hard for the Local Chairman to get anything over to the rank and file if he cannot have a meeting. If you have a way of drawing these men out to a meeting and giving them what you have given us, maybe the morale will not be low.

It is my opinion that the morale is low. In my local, for instance, I could not pick a man who could fulfill one local position, and I have looked into the International setup and I do not see that we are producing. So, let's face facts. The question is - what are we going to do about it? I have information from our last convention that most of our membership have not heard, because we have not had a meeting.

BROTHER J. M. SEALY: J. M. Sealy, from the Montreal Local. Mr. Chairman, I would like to agree with the last speaker. The morale of the men in this particular Local has been at a low ebb. There are two kinds of criticism; there is the destructive, and there is the constructive and I think that this organization is big enough to withstand both and it should accept constructive criticism with a view to assisting and removing this low morale. But you cannot do it by the tactics that we have just heard. Thank you.

BROTHER SAMUEL JEFFERSON: Mr. Chairman, Samuel Jefferson of Chicago. I am a member of the Committee too, and I would like to say a word about morale. The morale may be low in a few men, but the average man in the Organization is one hundred percent fine.

I think if the local chairmen would get out and carry the message to the men they would not have any trouble. In my local we have all kinds of men, some twelve or fourteen hundred men. The men will do for the Brotherhood what you ask them to do, if you carry the message to them in the proper way. But it is a job to do, and we have to get out and do it; the men are not going to come to you. In Chicago, the district I was in was the worst district because of stool pigeons. But I knew every stool pigeon; I knew every man who belonged to the Organization and every one who did not. I got out and worked and mingled among the men - and I got them in. And, I think the men in the various other locals can do the same thing.

PRESIDENT RANDOLPH: Thank you, Brother Jefferson. Brother Webster?

VICE PRESIDENT WEBSTER: Brother Chairman and Delegates: Far be it from me to provoke an argument with my good friend from Fort Worth, Texas, or any other place, but I look at this organization as a whole - all of it. I do not pick out one particular district, and I have seen all of them. I have not been to Texas for quite a little while, but I have been every place else, except Texas and Canada.

I look at this organization as a whole, as a matter of fact, and I could not sit here and let the inference go out of here that the morale of the Organization is low, because I do not think it can be verified by any facts.

They say the International Officers don't know what it is all about; I don't think that is correct. There is nothing that happens in the remotest part of my zone that I don't know all about. When a matter comes to my attention I either go there myself or send someone else, and it is corrected.

Now, we have a strike vote on. Some of these people against whom we are striking are jittery. And we come in convention and say our morale is low . . . what the hell are you going to do with a strike vote if your morale is low? How can the morale of the Organization be low if you get a strike vote of one hundred percent, as we did in some districts? Yes, we had some people who did not want to vote the strike, and I have not checked the strike vote as a whole, but so far as I am able to judge, I believe the strike vote is at least eighty-five or ninety percent. We cannot go from this convention with the idea that the Brotherhood is cracking at the seams, because that is not true. This is one of the most powerful small organizations in the American labor movement today!

Now we are getting ready to move on these railroad carriers - the Pullman Company, the smartest railroad carrier in this business, the New York Central (almost as smart), the Rock Island (not so smart) and the Soo Line (a little bit smart) . . . we are getting ready to move against them in another thirty to sixty days and it is possible we might have to tell you fellows to step down on the line against these carriers. Well, now, to come into this convention and create an impression that our morale is low, some of these companies that are now jittery will not be so jittery.

The railroad carriers don't think that the morale of this organization is low. I have sat in with the top representatives of most carriers to represent our people and, as I say, the Pullman Company is most powerful. Not too many years ago we had a hassle with the Pullman Company over an issue - Brother Randolph and I and the Mediation Board sitting in. The Company was obstinate and the Mediator was getting a little hard-boiled on the situation. I suggested, "Brother Randolph, suppose you go home and leave me here, because this is as far as we go; we don't take any less." After Brother Randolph left they said to me: "We're coming back at two o'clock." I said: "I'm not coming back any more; when I get out of here at Noon today we are getting what we want, or we take the next step." We got what we wanted!

The New York Central was probably one of the most obstinate organizations we ever met - and over an issue involving a million dollars a year. Now, if we had gone in there with the idea that our morale was low, some of the heat that we generated sitting in that conference would not have had the slightest effect whatsoever.

And, so, I think we ought to recognize that we have to look at this organization as a whole. The morale might be low in one district with fifty or sixty members, but we cannot construe this to be the case in the whole nation. I don't know what the other international officers do, but I believe they do the same as I do . . . when I find that the morale in a particular district is low, I go there. If I can't see the members at the meetings, I go to their houses to see them.

In the last four or five months I have covered almost every district in the nation. Brother Randolph and I went to the Pacific Coast and in every district, with the possible exception of one, practically every man in the district came to the meeting to support the Organization.

Now, as I say, in Chicago we have a great big membership. We sent out a call for a meeting - we didn't tell them what it was for - we just sent the call out and the regular one hundred and fifty men showed up. We sent out another call, and another one hundred and fifty to two hundred men showed up. Then we started checking and wrote a special letter to every man that hadn't showed up at the meetings. Before we finished that series of meetings eleven hundred and eighty members, out of thirteen hundred members, had attended those meetings and given their support to the Organization.

I think you should give consideration to this morale stuff around here, because when you talk about morale you are talking about how the men feel about the Brotherhood of Sleeping Car Porters and you might look at this thing as it is. We have put on a twenty-five dollar tax and nobody wants to give up twenty-five dollars when it comes to the Brotherhood; we pay twenty-five dollars for a couple of fifths and we think nothing of losing that amount in a poker game (I don't think I've lost more than that since I've been here), but when it comes to twenty-five bucks for the Brotherhood some men find all kinds of excuses, but ninety percent of the membership, with the exception of the Canadian Pacific men, and one or two other places, have already paid the tax. Now, how can our morale be low when a man gets up off twenty-five dollars, and rather rapidly, as a matter of fact?

I think we ought to bear those things in mind. We didn't have to do any unusual persuading around Chicago to get the members to pay the tax; we just notified them that the tax was on. I haven't even seen the men on the Union Pacific but Jimmy Woods, the Secretary, is here and I think he will verify the fact that very few Union Pacific men have not paid the tax, and it is the same on the Santa Fe. Now when you have that kind of support I think it is erroneous to say that the morale is low.

I am interested in the Brotherhood as a whole and, as I pointed out here on another occasion, we cannot look at this organization as it affects one particular and peculiar group . . . we have to look at it as it affects the organization as a whole. Despite the fact that Chicago represents almost half the sleeping car membership, we wouldn't be worth a dime in counterfeit money except insofar as we are part of the whole organization. And I don't think it can be justifiably said that the international officers do not know what is going on - I know what is going on everywhere and I don't think the other international officers are any less interested in this situation. I think they know what is going on - they might not approve but they do know what is going on because we do get this information.

I think it would be unbefitting to an institution such as this Brotherhood to say that the morale of the organization is low when we are getting ready to carry on the biggest job we ever have. We picked out the sleeping car companies - why? Because that is where we have the strength and once we break this barrier down it won't be a problem to go to the other companies, even in the Dominion of Canada. Once we set the precedent, it won't be a Herculean task.

I know our members are substantially behind us; there is no question about that, even those members who have been knocking. After all, we have been here thirty-seven years and if an organization has been here for thirty-seven years and has brought the wages up from less than a hundred dollars to four or five hundred dollars a month, then you have an organization that must be respected.

The whole attitude of the railroad we have been dickering with, on behalf of the Dining Car Employees, has been changed since this group has been represented by the Brotherhood of Sleeping Car Porters. As I pointed out, the Brotherhood isn't here because anybody loves it; it pushed everybody else out of its way, and I just can't sit here and let anybody say that we are getting weak . . . and that's what you're saying . . . we're getting weak and we aren't going to be able to do anything.

We are doing things! We got sixty-one dollars a month on the New York Central, and some eighty dollars on the Rock Island. No weak organization, and no organization whose moral is low can get that kind of results. We made a certain railroad put a man back to work and award him $2,800, and the top personnel man told me that it was the first time in the history of that railroad that any labor organization had ever been able to make them put a man back to work, and pay him!

When Brother Randolph was signing the contract on the New York Central, the man who represented the carrier said to me: "Mr. Webster, if anybody had told me forty-eight hours ago that we would be signing an agreement for this much money, I would have said he was crazy." Well, I kidded him a bit and he said, "You are the toughest adversary I've ever met." Now that compliment wasn't meant for me personally, he was speaking of the organization. Now when people who oppose you recognize this about your organization, why the hell do we want to leave this convention saying our morale is weak? (Applause)

PRESIDENT RANDOLPH: Thank you, Brother Webster. Brother McLaurin, Chairman of the Committee.

BROTHER B. F. McLAURIN: Mr. Chairman and Fellow Delegates: I consider this a good convention. I think for the first time, in many a day, a report of the Committee on Organization and Education has had the kind of consideration that we are getting here, and I think this is healthy. I think the discussion is healthy and while I agree with all the comments that Brother Webster has said, I think that in fairness to the situation (because we do have some divisions where the morale is low) with the permission of members of the Committee, I should like to change the sentence to read: ". . . in some districts morale is low . . ."

I think that some of the comments made by Brother Webster indicate that a job has to be done, and the reason we call upon you to set up an Organization Committee to do a job in the field of education is the fact that we want to meet the situation because we know what's ahead of us and we don't think that we ought to continue to let our membership spread rumors, false propaganda, and do the kind of things that is being done in certain of these districts.

Now, the Committee on Organization and Education had two sessions and we talked about the problem from many points of view, and on the Committee were men from various districts and we brought you our opinion - the thinking of the Committee. In view of the discussion and, I say again, I think it's a healthy one, I would like to make the change and move that the Committee's report be accepted in its entirety. I would like to also think that before you leave copies of the report will be available and I hope, as a result of the discussion engendered from the report, you will take time to read it and go back to your respective districts and do something about it.

BROTHER L. D. ROBINSON: Seconded.

PRESIDENT RANDOLPH: The Chair wants to say, in comment on this question, that the interest exhibited here in the question of the status of the membership is an interesting and a proper one. The membership is the basis of the movement.

Now, Brother Webster and myself, and Brother McLaurin, when we left the convention of the AFL-CIO last December, visited the districts in the Southeast. We told them about this program in detail and asked the members present to stand up and indicate where they stood on this question, and I think that, on the whole, I do not recall more than two men having any reservations about the matter of the shorter workmonth, job stabilization, and job protection and the fight for the wage increase. This was true in every district we visited.

Then Brother McLaurin and myself went into Washington, Philadelphia, Jersey City, and then he left me and went to Norfolk, and we found a comparable state of opinion and attitude and morale among the men - absolute commitment to the idea of the shorter workmonth and the fight to attain it, as well as to put down the twenty-five dollars.

As a matter of fact, we asked these men to stand up individually and say whether they were for or against it, and I said: "Brothers, if you are against it, say you are against it; you have right to say you are against this movement for the shorter workmonth and against the twenty-five dollar assessment."

And I was quite gratified that in all of these districts we had not more than a couple of men telling us about any reservations whatsoever, but none said they were not going to support the program.

Now, then, Brother Bennie Smith and myself went over certain parts of his zone, in Cleveland, Cincinnati and Pittsburgh, and we went through the same procedure of asking the men in the meeting to stand up and state their position on this question because this is the most significant program the Brotherhood has ever inaugurated and it is going to involve struggle, sacrifice and, possibly, some suffering. Well, we had a favorable response, but that does not mean that some of the men may not go out and spread propaganda that is different from what they stated in the meeting, but we canvassed the membership thoroughly.

And, so, on a basis of the method employed in canvassing the opinion of the men for the determination of their attitude and their morale, I would say that the morale of the membership of the Brotherhood of Sleeping Car Porters, as a whole, is high, because if you have a response on the part of individual members favorable to a movement which may lead to a strike, that's an indication that the men are committed to the Organization and, consequently, I should say, Brothers, that this convention marks a period in the history of our movement where the morale of the membership is high when it is facing the gravest crisis we have ever faced in the history of the Organization.

Now, I was surprised one day when I called on Brother Totten to come in to talk about the status of payment of the assessment . . . and that was a few months ago . . . and he told me that about eighty-five percent of the men had paid the assessment. That is a remarkable showing! And I suppose that about ninety-five percent of the men have paid the assessment now and, on the strike vote, I am confident that around eighty-five to ninety percent have signed the strike ballot.

These are concrete, definite, positive indications of the attitude and

and spirit and morale of the membership of the Organization. This is all we have to go by and, therefore, my conclusion would be that instead of the morale of the Brotherhood being low, the morale of the Organization is extremely high, and sufficiently high upon which to base a work stoppage, if we determine that a work stoppage is necessary.

When you get to the point in any trade union where you are ready to consider the question of getting down off the job in order to fight for a given policy, then you have to be sure that there is going to be a favorable response. Well, we are at the point where that might have to happen and I know that in New York, in some of the meetings, some of the men indicated uproariously that they would be ready to walk off the cars in order to carry out this program.

Brothers and Sisters, I think we ought to be highly gratified about the fact that this convention itself is indicative of the fact that the morale of the Organization is high.

Now, the Ladies' Convention, when I walked into the meeting the other day to speak to the ladies I was shocked to see the number of sisters present . . . if they had had about twenty sisters there I would have been satisfied because we have a long distance to travel to reestablish the Ladies' Auxiliary . . . but, as a matter of fact, we had the room practically full, and the enthusiasm, the attitude and the spirit of the sisters was commendable and magnificent and thrilling. I don't think we have ever had, in the history of the Ladies Auxiliary, such a fine demonstration of commitment to the ideals and policies of the Brotherhood.

I agree with Brother Thomas that we need to utilize the sisters in helping to carry out the program of the local divisions of the Brotherhood. The AFL-CIO, which has sixteen million memebers, has come to that conclusion for the first time in the history of the federated labor movement of the United States. In 1955 they decided that the AFL-CIO itself needed a Ladies Auxiliary and it established one, and now our sisters are affiliated with that organization and are having a commendable influence among the sisters.

And, so, I believe that the position that was manifest here, on the grounds that the morale is low, is obviously and definitely not true, and I am glad that Brother Thomas said that perhaps that was the wrong word. And, I think that the analysis made by Brother Webster was timely and vital and correct and, of course, when we are embarking upon a crusade such as this to win the forty-hour week, as well as to increase wages and sucure job protection and job stabilization, there must be no cracks in the movement whatsoever. The movement must be solid. We must have a totality of the mobilization of the forces of our movement - membership, morality, and money.

Now, I think that we have done that and we are doing it effectively, and now we are beginning to re-fortify the spirit of the Organization and the program of the Organization by rebuilding the Ladies Auxiliary so that we will reach the point when it will be possible to reestablish the International of the Ladies Auxiliary and affiliate it with the Federated Ladies Auxiliary of the AFL-CIO.

So, now the vote is on the report of the Committee. Brother Tillman of Chicago?

BROTHER G. R. TILLMAN: As a member of the Committee on Organization and Education it is obvious to me that it is a mistake to use the words "the morale is low," and I would not like to see anybody leave this convention with the idea, or with the misunderstanding, that the morale is low and, for that reason, I would like to move that the sentence pertaining to the morale of the members of this organization by completely deleted from the records.

. . . , Motion duly seconded by Brother W. L. Thomas of Fort Worth.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the report of the Committee on Organization and Education be amended to read with the deletion of that sentence. Now, I think that we can accept that by common consent. Is there any objection? If none, all in favor of the adoption of the report with the deletion of that sentence make it known by saying "aye"; contrary say "no." The "ayes" have it and so it is ordered.

Now, the next report is the report of the special committee dealing with the question of the Dining Car Employes.

Brother Webster, Brother Beatie, Brother King, will you come forward.

VICE PRESIDENT WEBSTER: Brother Beatie is the President of the C.B.& Q. Dining Car Employes, and Brother King is the President of the Dining Car Employes of the Fort Worth and Denver and Colorado and Southern which is a part of the Burlington System. We now represent the Dining Car Employes on the whole Burlington System and they have a report they wish to make.

BROTHER C. N. BEATIE: Mr. Chairman, Officers and Delegates to the Fourth Triennial Convention of the Brotherhood of Sleeping Car Porters held in Montreal, Canada, September 9 to 14, 1962, we, the regularly elected representatives of the two groups of Dining Car Employes,represented by the Brotherhood of Sleeping Car Porters, beg leave to submit the following report to this convention:

FORT WORTH AND DENVER AND COLORADO AND SOUTHERN RAILROADS

As President of the Brotherhood of Sleeping Car Porters local division of these roads,and representative of the Dining Car Employes, I wish, herewith, to state that since the authorization and certification of the Brotherhood to represent this group in June, 1957, many benefits have accrued to our members.

(1) A new joint work agreement between the Colorado and Southern Railway and the Fort Worth and Denver Railway Companies has been negotiated by the Organization, which agreement was effected March 1, 1960 and supplemented to the previous agreement which was twenty years old.

(2) A discipline rule was successfully negotiated that gave these employees the right to a hearing and investigation by the carrier, before dismissal of the accused, changing drastically a previous rule that allowed the management to discipline or dismiss an employee without a fair and impartial hearing.

(3) There was also negotiated, in this agreement by the Brotherhood, and interline service rule that protects the Dining Car Employes on these roads by providing that they be given a proportionate share of any interline service work involving dining car service on these two roads.

As representative of the Dining Car Employes aforementioned, in their behalf I wish to offer this convention, and to the Brotherhood of Sleeping Car Porters, our hearty congratulations for the democratic policies prevailing in this transaction and, particularly, do we highly endorse the program of the Brotherhood adopted for this convention for its fight for reduction of the basic month to 173 hours, and we wish to convey to the officers and delegates of this convention that our members pledge to you our unqualified support in this program which includes the vital question of job stabilization.

We further wish it known that we pledge our support to the Brotherhood in any movement which is started to induce Dining Car Employes on other carriers to become members of the Brotherhood of Sleeping Car Porters.

CHICAGO, BURLINGTON & QUINCY DINING CAR EMPLOYES

Now, the Dining Car Employes on the Chicago, Burlington & Quincy Railroad came into the Brotherhood of Sleeping Car Porters in October, 1960, and as the duly elected representative of this group, I wish to convey to you that the members of our Local are highly pleased with the representation by this Organization.

Further, since the time of the certification of the Brotherhood as our bargaining representative, we have made much progress and are solving many of our basic problems. All problems and complaints have been brought to the Organization and we are using the facilities of the organization to properly handle our grievances and, in many instances, with a great degree of success.

The most important problem facing the C.B.& Q. Dining Car Employes was the need for a revision of our contract under which we have been working for over fifteen years without any basic changes. There were three rules in particular that our men were concerned about and which, to a large extent, prompted Dining Car Employes on this road to come to the Brotherhood. These rules involved:

(1) Interline service, which is a rule that prevailed in our contract for many years. We identify it as the right to our proper share of interline service.

(2) We have suffered because of the existence over the years of a grievance rule which provides that we be disciplined before a hearing, and not after.

(3) A seniority rule which previously gave the Company the right to refuse an employee his seniority rights on the basis of alleged lack of fitness and ability, without the right to question it.

In the agreement proposed by the Brotherhood these rules would be abrogated and our members given the proper protection as are other members who are subject to agreements negotiated by the Brotherhood.

An Agreement Committee was set up by the Brotherhood, composed of Waiters, Porters, Waiters-in-Charge and, in fact, a member of each classification. The proposal for changes in the Agreement was submitted to the membership in a series of meetings in which every member was given an opportunity to voice his opinion on the proposed rule. Subsequently, conferences were arranged with the C.B.& Q. Labor Relations Department, as provided for in the Railway Labor Act. An Agreement Committee composed of C. N. Beatie, president of our Local; C. Matthews, Waiter; and Frank **Ahaynow**, Chef, with First International Vice President of the Brotherhood, M. P. Webster, sat in on conferences for several weeks discussing the problem of a new Agreement. However, an impasse was encountered, and the matter is now before the National Mediation Board, as provided for under the Railway Labor Act.

It is the prevalent opinion of our members that the Brotherhood is a most effective organization in bargaining. The Brotherhood's representative in these conferences was as effective and efficient as anybody representing the Company. The Agreement Committee agreed unanimously that, in conference with the carrier for several weeks, it developed that the carrier and its representatives had the utmost respect for the Brotherhood of Sleeping Car Porters, and it is apparent that the Brotherhood is in a position to actually progress these negotiations to a conclusion which will result in many benefits to our brothers.

It is further the feeling of our members on the C.B.& Q. that they sincerely believe that, for the first time in many years, Dining Car Employes on this carrier are on the road to success in correcting our many difficulties with which we have been plagued for many years and that for the first time, in the last three years, we have finally become members of an organization that has the facilities to protect our interests.

The C.B.& Q. Dining Car Employes, the Fort Worth & Denver, and Colorado and Southern Dining Car Employes are all employed on what is known as the Burlington System. Our experience, in the relatively short space of time that we have been members of the Organization, is such that we urge and recommend all Dining Car Employes and other railroad men in the service trades, in order to have their best interests amply protected, to obtain the Brotherhood as their bargaining agent and, for the first time in many years, look forward to the future with optimism.

Respectfully submitted,

C. N. Beatie, President
C.B.& Q. Dining Car Local

James A. King, Local President
Colorado and Southern, Fort Worth and Denver
Dining Car Employes, Local No. 1

Mr. Chairman, I move that this report be adopted by this convention.

. . . . Motion duly seconded by Brother C. L. Dellums.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the report of the Committee be adopted.

Are there remarks? Brother Webster?

VICE PRESIDENT WEBSTER: I'm glad my wife is not at this convention because she'd whisper to me to keep my big mouth shut. But I think it ought to be known - the role that's been played by these Dining Car Employes who have just come into this Brotherhood of Sleeping Car Porters.

When we had the first election, we lost the big crowd on the C.B.& Q. property but won the smaller group on the Colorado and Southern and the Fort Worth and Denver. We spent eight thousand dollars on these people, but we lost by twenty votes. We never went near these people during the two year period but they never failed to continue to come into the Brotherhood's office. At the conclusion of the two years they wanted us to take up the job again. "Well," I told them, "you know we can't throw this money down the hole around here; if you guys want to come into the Brotherhood you've got to show some speed!" I was a pretty hard fellow to convince but they finally convinced me that there was more sincerity in the second attempt than in the first attempt, so I gave them authorization cards and told them to bring the cards back in thirty days and we would talk about it. They brought those cards back in ten days and, so, we entered the picture and we won by a very large majority.

The Joint Council, of the Dining Car group, subjected these people to all kinds of libelous statements against this Brotherhood. It didn't move them whatsoever; these men overwhelmingly expressed themselves as being in favor of this Brotherhood of Sleeping Car Porters. So, in addition to adopting this report we ought to offer our congratulations to this group of people for the fine spirit with which they have accepted the Brotherhood of Sleeping Car Porters. (Applause)

PRESIDENT RANDOLPH: Thank you. The Chair wants to congratulate our brothers in the Dining Car craft on their fine manifestation of trade union loyalty and understanding and devotion to the principles of the Brotherhood of Sleeping Car Porters in particular, and the working class in general. We are proud of these brothers. They have not been swerved, they have not vacillated, but have stood steadfast and, so, we bid them onward and upward. I am confident that they are going to continue to build a strong and effective local organization.

The vote is on the report. All in favor of the adoption of the report make it known by saying "aye"; contrary say "no." The "ayes" have it and so it is ordered.

Now, the Chair wants to say a word about railroad mergers. We want to have Brother Tillman, who has some data on this question, to present it to the convention.

May I say that radical and militant and aggressive unions today, and, as a matter of fact, liberal groups, are greatly concerned about automation, they are greatly concerned about the advance of technology, they are greatly concerned about railroad mergers. You have the mergers of giant railroad corporate entities into great combinations that are tremendously powerful. You have the concentration and centralization of economic power in the hands of small boards of directors that exercise tremendous influence, not only on the workers on the railroads but on the economies of the United States and the Dominion of Canada.

We've got to view this question with great interest and concern. Now, of course, we can't stop the march of science, technology and industrialism. We shouldn't try to stop it, but it must be understood that the business community has no just claim upon the monopoly of the fruits of automation and technology. The business community has not created automation or technology. As a matter of fact, automation and technology are the product of the general community, including labor - labor of hand and brain, and the scientists who are in research, whose labors and works are made possible by the taxpayers of the community.

The Government has stepped in to make research possible on a broad scale, but the business community is taking over the automation revolution. Now, this is the thing that we are concerned about. The mergers on the railroads are designed to do one specific thing, and that is to reduce the costs of operation. But how do they reduce the costs of operation? By displacing labor.

Take the Pennsylvania and New York Central railroads . . . you're going to have a merger between these two railroad giants representing some four billions of dollars. What will happen? The Pennsylvania and New York Central managements themselves indicate that some 7,800 jobs will be lost. Their position is that they will have these jobs displaced on a basis of attrition, but at the very beginning of this merger thousands of men will be out of work. We cannot be unconcerned about this and, consequently, the Brotherhood of Sleeping Car Porters is on record as opposing these mergers. Of course we cannot stop the mergers, but the railroads are concerned about material costs and we are concerned about human costs. What about the families of the workers when the worker loses his job?

Consequently, it is well for labor to recognize that automation and technology do not belong to the business community. The business community has not created this advance in science and industrialism and technology and, therefore, we have to be alert, we have to be vigilant, in order that we may share in the fruits of this great scientific revolution which is now under way.

I want to ask Brother Tillman to present to the convention some of the material he has. Brother Tillman of Chicago.

BROTHER G. R. TILLMAN: Mr. Chairman, International Officers and Delegates: It is true, as President Randolph just mentioned, that there is a problem of automation which will eventually affect all of us. The point I want to briefly discuss is that portion directly affecting us at the present time; the question of the railroads taking over the sleeping cars from the Pullman Company.

First, I want to pay a tribute to the Brotherhood of Sleeping Car Porters for the great job they are doing in looking out for the interests of the Brotherhood's membership who are directly affected by this question.

As you all know, as of 1958, it has become quite a trend for the railroads to consider this question of taking over the sleeping cars. There must be a reason for this takeover and, as we all know, the basic reason is reducing costs of operation. When we talk about reduction of cost we have to think about the people involved and they are the people who maintain the operation of the cars, and the porters who actually operate on the cars.

Now, the New York Central made the first move towards taking over sleeping cars. We had problems there and the reason for it was because of the things that the men themselves failed to do. They failed to express their confidence in the organization by signing cards, and there was also discord among the ranks at some of the things the Brotherhood was trying to do in their own interest.

On the Rock Island we did not have much of a problem because the first thing we did was to rush in and sign cards and told the Brotherhood: "Everything is in your hands, just tell us what you want us to do."

I would like to bring you up to date as to the difference between what happened before the Brotherhood came into being on the Rock Island and what happened since.

At first we had a salary of $389.50; after the Brotherhood wrote a contract for us we immediately started getting $451.50. Before the Brotherhood wrote a contract, we had a hospital plan costing us ten dollars a month that we didn't know anything about - but, as soon as the Brotherhood wrote a contract we immediately came under the Travellers Hospital Plan, and it didn't cost us anything - it is free! The Brotherhood provided for that in the rule. And everybody knows that the Travellers Plan is one of the best plans in America. They have just finished paying $1,300 for me personally, for hospital bills that I incurred this year. Another thing is that we also get a $4,000 policy of free life insurance.

And so you can see that it is very important that whenever a railroad takes over you should rush in and see that your rights are protected, and the only way to do it is through the Brotherhood.

Now, last but not least, the thing that I think is really important is that since the Brotherhood has been representing us it has caused the management to have respect for us. There was a time,before we were represented by the Brotherhood, when the Company wanted you to do something they just told you to do it - and right or wrong, you did it with no questions asked! But since we have an agreement, although they have been reluctant about doing some things in the proper way, due to the fact that they had been dealing with dining car employes . . . right away we started slapping them with money claims. The first claim we filed we have already collected, and we have, at the present time, four claims pending with the Railroad Adjustment Board which we have no doubt about winning.

Now, we all know of the Pennsylvania situation coming up. There is a peculiar situation there because of the Food Handlers Union. I think it is important for the Local presidents who are in that zone to act, and act fast,or they will lose the men by default. The railroad has an agreement with the Food Handlers Union stating that you will automatically become a part of that union if you go to work for the Pennsylvania Railroad in this classification. The only way to get around that is to get those cards signed immediately and be able to present them to the Brotherhood on the first of the month, which is the date the men go to work.

Now, one last thing . . . there has been a lot of talk about morale. I have seen a lot of young men around this convention whose morale is high and these are the men we are going to have to depend on, one of these days, to carry on. I know the international officers are concerned about what is going to happen after they are gone, but I want to assure them that the men in my age category - in the forty-five years of age category - we are dedicated and we don't have any doubt in our minds that we can keep the morale of the men where it is supposed to be. Thank you.

PRESIDENT RANDOLPH: Thank you, Brother Tillman. Now, I just want to make reference to the presence of the sisters of the Ladies Auxiliary. We are honored that they have come into the Convention to observe the proceedings of our organization. They ought to be congratulated because many of them have come from afar.

There is Sister Reddick over there, from Tampa; Sister Chevalier from Toronto; and Sister Louise Meyers from Houston; Sister Blank from Pittsburgh; and Sister Maxine Thompson from Los Angeles; Sister Greene from New York; Sister Flossie Smith of Richmond, Virginia; and Sister Jones from Pittsburgh. We've got a splendid representation of our sisters.

I wanted to have Sister Braxton who has represented the Hostess Auxiliary to our Ladies Auxiliary Convention to come forward and be presented to the convention. She is not around, is she?

Well, the next order of business is the election of officers and the first officer to be elected is the International President. I am going to call on Brother George Slade, President of the Washington Division, to take the chair and conduct the election of the first officer of the convention. Yes, Brother Smith of Chicago?

BROTHER F. W. SMITH: Since reading the report of the International Executive Board and observing the way that this convention has been conducted, I wish to offer a motion that we give to the officials of this convention, and the Executive Board, a rising vote of thanks.

. . . . Motion duly seconded by Brother H. Doyle of Denver.

PRESIDENT RANDOLPH: It has been regularly moved and seconded . . . and I don't think any objections obtains anywhere about the way the convention has been conducted . . . and we certainly wish to include the host organization, the Montreal Division, under the leadership of Brother Sealy, and the whole of the Dominion of Canada, under the leadership of Brother Blanchette, as a part of this resolution, or motion.

All in favor of the motion of thanks and approbation for the manner in which the convention has been conducted make it known by saying "aye"; all opposed say "no." The "ayes" have it and so it is ordered. Now, everybody who approves of this resolution, will you stand? Thank you very much. Now, Brother Slade.

BROTHER G. A. SLADE: International Officers, Delegates, and Sisters of the Ladies Auxiliary, we are glad to have you here. We now entertain the nominations for our International President.

BROTHER W. S. FANT: Mr. Chairman, I move that Brother A. Philip Randolph be reelected International President.

. . . . Motion seconded by Brother G. R. Tillman,Chicago.

BROTHER SLADE: Is there any other nomination?

BROTHER JAMES A. MARTIN: I move that nominations be declared closed.

. . . . Motion seconded by Brother L. J. Shackelford, Jr., Chicago.

BROTHER SLADE: It has been moved and seconded that the nomination be closed on our International President. All in favor make it known by saying "aye"; opposed say "no." The "ayes" have it and so it is ordered. (Applause)

BROTHER WILLIAM H. BOWE: Mr. Chairman: I move that the Secretary cast one unanimous ballot for the reelection of our International President, A. Philip Randolph.

. . . . Seconded by Brother C. L. Dellums, Oakland.

BROTHER SLADE: It has been moved and seconded that the Secretary cast one unanimous vote for the election of our International President, A. Philip Randolph.

All in favor make it known by saying "aye"; contrary say "no." The "ayes" have it and so it is ordered.

BROTHER M. P. WEBSTER: Representing the Secretary, I cast the unanimous vote of the convention for the election of Brother Randolph as International President for the ensuing term.

PRESIDENT RANDOLPH: Thank you Fellow Delegates, Brothers, and, briefly, permit me to say I am grateful for my reelection as International President of the Brotherhood of Sleeping and will endeavor to exert all of my energy and my mentality and my morality in carrying forth the great struggle of this organization as a part of the labor movement of America and the world toward the achievement of first-class citizenship for workers of color in industry, in trade unions and government.

Our organization has never been only concerned about our members. We have been concerned about the labor movement as a whole, because we know that no single segment of the workers of any country can move forward without being a part of the organized labor body and, therefore, the Brotherhood became a part of the American Federation of Labor in the early stages of its history and we have remained a part.

I am proud of the record the movement has made as an integral force in the labor movement of the country; and, not only that - representatives of the Brotherhood of Sleeping Car Porters have participated in many of the world labor congresses and, hence, the Organization has world dimensions.

And now, here we are in the midst of a great crisis. It is a crisis not only of the Porters, but a crisis of labor. Labor is at the crossroads. It is going to require the highest form of labor statesmanship to move forward constructively and progressively because of the tremendous odds and tremendous obstacles that confront us, but we will win . . . we will prevail, in the sense that we must create and develop a sense of mission.

We are not only concerned about material gains; we are concerned about the things of the human spirit. Our movement was built on sacrifice and struggle and suffering, and I do not believe that any movement of labor, any movement that is concerned about the poor, can go forward in terms of material power alone. We must move upon the basis of the human spirit. We must never lose our contact or our interest in the workers at the bottom of the totem pole of modern industrialism.

So, I am very glad to accept this reelection with great humility. We must be surrendering the reins of leadership very soon; they must be placed in other hands, younger hands, and consequently this organization is an organization whose life must be everlasting. The labor movement is a movement of eternal existence.

Our organization has played some part in helping to shape the policies of labor in this nation and we are proud of it. We are proud of the fact that our sisters have cooperated with us in this endeavor. I am proud of the fact that we have suffered. I am proud of the fact that we had to struggle. I am proud of the fact that we had to make great sacrifices. Many of us had to go without bread, many were thrown out of our homes because we could not pay the rent, many of us drew no pay in this organization for a decade, of any consequence. This is the way a labor movement must be built.

No movement today which is merely affluent in an affluent society can properly represent the poor, and so we are here as a symbol of the great struggles of mankind forward. The working class has come a long, long way. In the ancient world all workers were slaves. The people who directed the military forces, the priestcraft, the kings, they alone had honor; the common people who worked were slaves. But the workers have moved up and, indeed, the time has come when the workers must begin to think in terms of their right to rule, not only to serve as the workers in the sense of producing goods and services, but also to rule in society - and this has got to come in the evolution of the great movement of labor, not only in America but throughout the world. This is the inevitable trend of social evolution.

And so, now, our next officer for election is the International Secretary-Treasurer.

BROTHER WILLIAM H. BOWE: Mr. Chairman and Fellow Delegates: The nomination that I am about to place for your consideration for International Secretary-Treasurer of our great organization is known to all of us. You, who attended the mass meeting on Sunday, heard the statement that was made by the Chairman of that great **Mass Meeting**, Brother Blanchette, pertaining to our International Secretary-Treasurer. On Tuesday, before he made his report, you heard the statement of our International President for the years of service he has rendered to all of us.

It will be just a waste of your time for me to repeat what has been said of him, and what you all have known for years and years, so it is a pleasure and a privilege for me to place in nomination for that great office the one who has held it for many, many years (in fact, I was going to say from the beginning.) It is our great leader, the father of our organization, Brother Ashley L. Totten. (Applause)

BROTHER GEORGE SLADE: Seconded.

BROTHER B. F. McLAURIN: I move that the nominations be closed.

BROTHER H. A. ROCK: Seconded.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the nominations be closed on our International Secretary-Treasurer, Ashley L. Totten.

All in favor of the election of Brother Ashley L. Totten as the International Secretary-Treasurer make it known by standing.

Now, I want to ask Brother Webster, the First International Vice-President, to cast a ballot for the unanimous election of the International Secretary-Treasurer, Ashley L. Totten.

BROTHER M. P. WEBSTER: By direction of the Convention a unanimous vote is hereby cast for the election of Brother Ashley L. Totten as International Secretary-Treasurer.

PRESIDENT RANDOLPH: The Chair declares the unanimous election of Ashley L. Totten as International Secretary-Treasurer.

BROTHER ASHLEY L. TOTTEN: Brother President, Officers and Delegates: I am very happy to accept your reelection of me, and I want to assure you that I will continue to do all I can to save the funds of this organization, and to make it perhaps the greatest this race has ever produced in the point of view of finance. Thank you. (Applause)

PRESIDENT RANDOLPH: The next officer for election is the First International Vice President.

BROTHER L. J. SHACKELFORD, JR: Mr. Chairman, Delegates: I rise to place the name of a man with whom I have been very closely associated for the past seven years, a man that I have learned to love, a man who is just what he told most of you at the Mass Meeting and the several meetings you have attended - he is a fine fellow! And, he is also a very good trade unionist, we all know that.

And, it does me proud, as one of our old Brotherhood men used to say, (Brother Whiteside, I don't know if any of you remember him, but that was his phrase , "it does me proud") to present the name of Brother Milton P. Webster for First International Vice President. (Applause)

BROTHER SAMUEL JEFFERSON: I second that motion, Mr. President.

PRESIDENT RANDOLPH: Brother M. P. Webster has been regularly nominated and the motion has been seconded. Are there further nominations?

BROTHER C. W. JACKSON: Mr. Chairman, I move the nominations be closed on Brother M. P. Webster as First International Vice President.

BROTHER C. L. DELLUMS: Seconded.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the nominations be closed on M. P. Webster for election to the position of First International Vice President. All in favor make it known by saying "aye"; contrary say "no." The "ayes" have it and so it is ordered.

I want to request the International Secretary-Treasurer to cast a unanimous ballot for the election of the First International Vice-President, M. P. Webster.

SECRETARY-TREASURER TOTTEN: As International Secretary-Treasurer of the Brotherhood of Sleeping Car Porters I cast one unanimous ballot for Brother M. P. Webster, First International Vice-President of the Brotherhood. (Applause)

PRESIDENT RANDOLPH: The Chair declares the unanimous election of M. P. Webster as First International Vice-President of the Brotherhood of Sleeping Car Porters. Now, Brother Webster.

VICE PRESIDENT WEBSTER: Mr. Chairman, Delegates: In the early days of the Brotherhood we had a convention in St. Louis, back in 1930, and the only people there were discharged men. I thing I was the only one that had any money, because I was working. Well, we had an election and we nominated the late Brother E. J. Bradley. Bradley made a profound speech and said he was deeply moved by his election as Vice President of the Brotherhood. At that time Brother Dellums was the Fourth International Vice President. When he was elected he said he was not deeply moved . . . . . because he expected to get elected! (Laughter)

So, I had a sneaking suspicion that, no doubt, I would be elected First Vice-President. In my relatively short life I have had a lot of good things; I have been in many high places and I have had all sort of opportunities to be, as Brother Blanchette often says, the V.I.P. When I was a member of the President's Committee on Fair Employment Practice, during the Roosevelt Administration, I was offered many high-powered government jobs but I preferred to stay with the Brotherhood.

I recall when we first got the wrinkles out of our belly . . . you know we were broke for many years, nobody had a quarter but me, and one or two others, and we had a great big building on Michigan Avenue that we had to pass the hat to get money to pay the rent on, but we kept it. And after we won the election and got a few dollars, we dolled the place up a little. I used to talk about the day when I would have an office with a green rug on the floor, so the Ladies Auxiliary made me a present of a green rug and I bought a new desk, and the place looked pretty snazzy, so to speak.

One day a friend of mine, who used to be associated with me in politics, came in to see me and was surprised when he walked into this elaborately furnished office. He said, "I didn't know you people had a place like this." On the desk were a half dozen cases that we had prepared for the Adjustment Board, and he picked up one of them and looked it over. He said, "This is lawyer's work, who does this for you?" I told him I did it, and then we started discussing the Brotherhood of Sleeping Car Porters. He then said, "You know, Web, you are one of the biggest Negroes in the country!" I replied, "Yes, I know it." (Laughter) He asked me, "Why don't you let people know?" "Well," I told him, "my satisfaction comes from being able to pick up the telephone and make a white man stop pushing a Negro around and, although you can't measure that in dollars and cents, it is one of the finest feelings you can get."

Now, only recently, in fact, in the last six or seven weeks, five of our members were discharged from their jobs, and I had the job of taking it up with the top officials and they put every one of those men back to work. When you see a man discharged from his job, with all of his income taken away and threatened with the loss of his home . . . . and then you are able to call him in and tell him he has his job back . . . well, that pays you off for all of the disadvantages that you might incur as an officer of an organization.

I have been called a lot of names around the country, and somebody said I was the "hatchet-man." Now, I don't know what a hatchet-man is supposed to be, but if a hatchet-man is able to make these hard-boiled companies put these men back to work, I am perfectly willing to be a hatchet-man, and I assure you, we will carry on! Thank you.

PRESIDENT RANDOLPH: The next officer for election is the Second International Vice-President.

BROTHER H. D. HOPKINS: Mr. Chairman, I consider it a privilege and honor to place the name of Brother Bennie Smith as our Second International Vice-President.

BROTHER SAMUEL JEFFERSON: Seconded.

PRESIDENT RANDOLPH: Are there further nominations?

BROTHER O. W. JACKSON: Mr. Chairman, I move that nominations be closed on Brother Bennie Smith.

BROTHER C. L. DELLUMS: Seconded.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the nominations be closed on Bennie Smith for Second International Vice-President of the Brotherhood of Sleeping Car Porters. All in favor make it known by saying "aye"; contrary say "no." The "ayes" have it and so it is ordered.

Will the International Secretary-Treasurer cast a unanimous ballot for the election of Brother Bennie Smith?

SECRETARY-TREASURER TOTTEN: As International Secretary-Treasurer of the Brotherhood of Sleeping Car Porters I cast one unanimous ballot for Brother Bennie Smith, Second International Vice-President of the Brotherhood of Sleeping Car Porters. (Applause)

PRESIDENT RANDOLPH: The Chair declares the unanimous election of Bennie Smith as Second International Vice-President of the Brotherhood of Sleeping Car Porters.

VICE-PRESIDENT BENNIE SMITH: Mr. Chairman, Brother Delegates: I appreciate very much your reelecting me as a Vice-President of the Brotherhood of Sleeping Car Porters.

In the struggle of this organization - I'm not like the speaker that preceded me - I have seen many days in the building of this organization when I didn't know what it was to have money, and I missed meals, a lot of meals I didn't eat, and I wasn't sick either, but, regardless, I want you to know how much I appreciate your reelecting me for the ensuing term. I thank you very much.

PRESIDENT RANDOLPH: The next officer for election is the Third International Vice-President.

BROTHER L. B. THOMPSON: Mr. President, International Officers, Delegates and Ladies: I rise to present the name of the next brother to succeed himself.

Time will not permit any lengthy discourse here, and I am not eloquent enough to give you a long discourse on all the qualities of this fine trade unionist, but it is my sincere belief that a brief observation is in order.

Since we know that we are facing a vital battle in the threatened strike and other issues, I believe it is absolutely necessary that we have the best brains and the best experience to carry us on through this great crisis. We have such a man, and we have had him for a long time. We feel that he has carried on the tradition of the International President and the other officers in not only seeing to the welfare and the good will of the Porters and their dependents, but also for all peoples, helping to bring dignity to the people throughout the nation which is their God-given right.

He has been on many of the Negotiating Committees; many of the rules that we are enjoying, he wrote them. The Governor of the great State of California recognized his ability and appointed him a member of the Fair Employment Practices Committee. There are many other activities throughout the State that he is a part of, and he is a great Union man.

I feel that it is an honor and a privilege to place the name of

Brother C. L. Dellums for Third International Vice-President of the Brotherhood of Sleeping Car Porters.

BROTHER C. CRENSHAW: I second the motion.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that Brother C. L. Dellums be elected as the Third International Vice-President of the Brotherhood of Sleeping Car Porters. Are there further nominations?

BROTHER E. S. WISE: I move that nominations be closed on Brother C. L. Dellums.

BROTHER J. D. LEFTRIDGE: Seconded.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that nominations be closed on C. L. Dellums for Third International Vice-President of the Brotherhood of Sleeping Car Porters. All in favor make it known by saying "aye"; contrary say "no." The "ayes" have it and so it is ordered.

I suggest that the Secretary-Treasurer cast a unanimous ballot for the election of C. L. Dellums as Third International Vice-President of the Brotherhood of Sleeping Car Porters.

SECRETARY-TREASURER TOTTEN: As International Secretary-Treasurer it is with great pleasure that I cast the unanimous ballot for the election of Brother C. L. Dellums as Third International Vice-President. (Applause)

PRESIDENT RANDOLPH: The Chair declares the unanimous election of C. L. Dellums as Third International Vice-President of the Brotherhood of Sleeping Car Porters.

VICE-PRESIDENT DELLUMS: I give you a hand. (to the Convention) Well, brothers, of course I don't need to thank you. I think you know that I appreciate being reelected, and I can only say that I hope that I have really deserved being reelected, and I can only pledge to you that I will continue to do everything within my power to deserve the confidence you have shown by reelecting me, and you can count on me.

I represent the smallest zone in the Brotherhood but, of course, the best - the Pacific Coast! And if we have to face this crisis which we may face, you can rest assured that the Pacific Coast will, as always, be in the front ranks; whatever we have to do, we will do it. Thank you again, brothers. (Applause)

PRESIDENT RANDOLPH: The next officer for election is the Fourth International Vice President of the Brotherhood of Sleeping Car Porters.

BROTHER J. P. DAVIS: Brother Chairman, Officers and Fellow Delegates: I think it's good mathematics to become proficient in the high and holy art of counting your blessings.

Gratitude is a most fragrant flower that blooms in the soil of the human soul. I'm deeply grateful to be graced with the honor, as well as the privilege, to nominate one of the outstanding sparkplugs of our Brotherhood of Sleeping Car Porters. I thought to attempt to make a nomination speech but, on second thought, I changed my mind. I believe that one's will and actions speak louder than words, and the one whom I'm about to nominate - his record speaks for itself.

We, the Pullman Porters and Train Porters of the Southwest Zone, and, I'm sure, the Pullman Porters of the United States and Canada, realize that he has, and still is, rendering a great service to the Brotherhood and, without further ado, it is a great pleasure and honor for me to nominate for the Fourth Vice-President of the Brotherhood of Sleeping Car Porters our own Brother T. D. McNeal of St. Louis, Missouri.

BROTHER JAMES A. KING: I second the motion.

PRESIDENT RANDOLPH: Brother T. D. McNeal has been nominated, and it has been seconded, for Fourth International Vice-President of the Brotherhood of Sleeping Car Porters. Are there further nominations?

BROTHER W. L. THOMAS: I move that nominations be closed on Brother T. D. McNeal for Fourth International Vice-President.

BROTHER J. A. MEANS: Seconded.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the nominations be closed on Brother T. D. McNeal for Fourth International Vice-President of the Brotherhood of Sleeping Car Porters. Are there any remarks? Hearing none, all in favor make it known by saying "aye"; contrary say "no." The "ayes" have it and it is so ordered. (Applause)

I now request the International Secretary-Treasurer to cast the unanimous vote for the election of T. D. McNeal for Fourth International Vice-President.

SECRETARY-TREASURER TOTTEN: As International Secretary-Treasurer I'm proud indeed to cast the unanimous ballot for T. D. McNeal as Fourth International Vice-President of the Brotherhood of Sleeping Car Porters.

PRESIDENT RANDOLPH: The Chair declares T. D. McNeal unanimously elected as the Fourth International Vice-President of the Brotherhood of Sleeping Car Porters. Brother McNeal.

VICE PRESIDENT McNEAL: Thank you. Bennie Smith, who is sitting near me, during the election of the officers prior to the position to which I was elected, said to me: "Mac, I don't think you are going to make it." Well, I wasn't too sure; I don't take anything for granted and, certainly, I don't think I have any right to take for granted being elected to this high position in our organization.

I am deeply grateful. I hope that my reelection is an indication that the members of this organization are pleased with the efforts I made during the last three years. I want to assure you that, during the term ahead, I am going to give you the best that I've got. I recognize that I will, no doubt, make mistakes but you can be assured that any mistake I make will be a mistake of the head and not of the heart. Thank you very much. (Applause)

PRESIDENT RANDOLPH: The Chair wants to recommend, if there is no objection, that the Lay Members of the International Executive Board be elected as a body, all at one time . . . if there is no objection? Hearing none, will you give the names of the International Executive Board, Brother Secretary?

SECRETARY-TREASURER TOTTEN: The Lay Members are Brothers W. C. Isaacs, Clement J. Smith, A. R. Dailey, J. A. Martin, G. C. Garran and A. R. Blanchette.

PRESIDENT RANDOLPH: The Chair will recognize a motion to elect all of the Lay Members of the International Executive Board at one time.

BROTHER L. B. THOMPSON: I so move, Mr. Chairman

BROTHER W. L. THOMAS: I second the motion.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the Lay Members of the International Executive Board be elected all at one time. All in favor make it known by standing. All opposed make it known by standing.

The Chair requests the International Secretary-Treasurer to cast a unanimous vote for the election of all of the Lay Members of the International Executive Board at this time.

SECRETARY-TREASURER TOTTEN: As International Secretary-Treasurer I am happy to cast a unanimous ballot for the Lay Members of the International Executive Board that have already been named to you.

PRESIDENT RANDOLPH: Thank you. Now, we will be glad to have a remark from the Lay Members . . . Brother Garran, will you start it off?

BROTHER G. C. GARRAN: Mr. President, International Officials, my Fellow Delegates to this convention, and the fine ladies in the rear: As Brother Webster used the term about being "deeply moved," I am deeply moved and appreciative that you found in me the capabilities to serve on your International Executive Board and, again, I want to say thank you. (Applause)

BROTHER J. A. MARTIN: Mr. Chairman, Members of the International Executive Board, and Fellow Delegates and Sisters: I appreciate you sending me back to do my bit - I have done in the past the best I knew how, and I will continue to do so. Thank you. (Applause)

BROTHER A. R. BLANCHETTE: Mr. Chairman, Fellow Delegates: I want to express my deep appreciation for the confidence which has been reflected and manifested in your reelecting me as a Lay Member of the International Executive Board. I want to assure you that to continue to serve this organization as a Lay Member of the International Executive Board, to continue to do so with responsibility, reliability, dependability, dedication and integrity shall be my constant endeavor. Thank you. (Applause)

BROTHER A. R. DAILEY: Mr. Chairman, Members of the International Executive Board, Fellow Delegates: I am grateful to be reelected to the International Executive Board, and I want to thank the brothers and sisters of the Montreal Local for the warm hospitality they have shown us in Montreal and I also hope that in the not too distant future they will invite us to Canada again.

I think that this convention has been one of decision. Why? Because we have taken a strike vote and will ask for a shorter workmonth, job stabilization and increase in pay. Most of us here are on the payroll of the Pullman Company and we know it is a ruthless company. The management have no fear of God in their hearts and have no love for their employees. So, therefore, this was one of the toughest decisions that the porters had to make at this convention.

So, again, allow me to say I thank you for my reelection. Before closing, I would like to say that we have heard the word "propaganda" used a lot, and I have heard many definitions of this word, The latest definition was: "If you have any geese and they don't lay any eggs, you haven't got a 'propaganda'." I want to assure you that I believe in the Brotherhood of Sleeping Car Porters we have a "propaganda", and I am going to lay some eggs. Thank you. (Applause)

BROTHER C. J. SMITH: Mr. Chairman, International Officials, Fellow Delegates, Ladies of the Auxiliary: I sincerely want to express my deep appreciation for the confidence that you have shown in me in reelecting me as a member of this great International Executive Board. I am deeply mindful of my obligation, and will endeavor to serve you in the future as I have in the past. Thank you very kindly. (Applause)

BROTHER W. C. ISAACS: Mr. Chairman, Members of the International Executive Board, Delegates: I want to thank you again for your appointment of me as a Lay Member of the International Executive Board since I am the junion man. I shall, in turn, do everything in my power to help this organization and you. Thank you. (Applause)

PRESIDENT RANDOLPH: Well, that completes the election . . . . Brother Bailey Morris.

BROTHER BAILEY MORRIS: Mr. Chairman, I didn't rise to make a speech because I have all the confidence in the man that stands before me. The men that are before us, we have had confidence in them since 1925 and we will continue to have confidence.

I rise to say a great spirit from the Twin Cities Division has gone on before us, Brother Frank Boyd, and I thought, as I looked at this program of the Fourth Triennial Convention and Thirty-seventh Anniversary of the Brotherhood of Sleeping Car Porters, that it would be amiss if we did not say something about this man.

I want to thank the Montreal Division and the international officers because they have given us this chance to come to Canada. The chances are we would never have gotten over here to see this beautiful country. We want to thank them for this opportunity.

I would like to make a motion that his convention go on record as rising in honor of this great spirit, Brother Frank Boyd of St. Paul-Twin Cities, and go on record as standing in silence for a moment for Brother Boyd.

PRESIDENT RANDOLPH: The Chair so moves, that the convention will now stand in silent prayer in honor of our great leader, Brother Frank Boyd of the Twin Cities Division.

BROTHER C. H. SCOTT: Mr. Chairman, I would like to amend the motion to include the retired men and all of our men that have passed.

PRESIDENT RANDOLPH: The retired men and all of our men that have passed . . . . until I sound the gavel.

(Delegates rise and observe moment's silence.)

PRESIDENT RANDOLPH: Now, the Chair want to request that a special motion be made expressing the will of the convention for the very fine management of this convention by Brother Blanchette, and the splendid cooperation that the Montreal Division has given in making this convention a great success.

Brother Blanchette has done a brilliant job here. We have never had, anywhere, any finer arrangements and better hospitality, and the Chair would be glad to entertain a special motion to that effect.

BROTHER WILLIAM H. BOWE: Mr. Chairman, I think that what I am about to say will meet with the entire approval of all delegates here, and members and friends - to commend our host of this great city for the splendid program he made for all of us; and he was assisted so ably by the members of this division and also the secretarial forces.

We want to commend him for all the arrangements because they have been satisfactory to all of us and we know it has been quite a hard job to do. Nevertheless, it proved to all of us what he had been telling us for many years - that given an opportunity to have the convention in Canada he would prove to us that a convention in Canada would be well worth coming to. I am satisfied, and I believe that all the delegates are satisfied, that his statement has proven to be true.

So, again, my motion is that we all rise to express our thanks and appreciation for a service well done by Brother Blanchette and his associates.

BROTHER H. DOYLE: Brother Chairman, I want to second that motion. I have no comment because I would just duplicate what has just been said, so I will second the motion.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that this convention go on record as expressing its high and profound appreciation to Brother Blanchette, International Field Representative, and the Montreal Division for the very splendid arrangements and hospitality extended to the delegates and officials of the Brotherhood of Sleeping Car Porters assembled in Montreal.

All in favor of the motion make it known by saying "aye"; contrary say "no." The "ayes" have it and it is so ordered. . . . Brother Blanchette.

BROTHER A. R. BLANCHETTE: Mr. Chairman, Members of the International Executive Board, Fellow Delegates: Your fine expressions of appreciation for our feeble efforts here in Montreal, Canada have inspired in me a deep sense of satisfaction, but I would be totally remiss if I were to accept your plaudits solely on my own behalf because, as every one of you know, no one person could have organized and implemented the plans which today you have applauded.

I want to express my personal appreciation and gratitude to those loyal members of the Montreal C.P.R. and Pullman Divisions who rallied to the cry when several others indicated a degree of hostility.

Some seven or eight men, several weeks ago, came to me and said: "What do you want us to do? We are here." And they have rallied and worked day and night, and they were stimulated by the unqualified support of the Montreal Ladies' Auxiliary, under the great leadership of Sister Evelyn Braxton. Without these sisters, I doubt that we could have put on the type of convention and hospitality that have expressed appreciation for.

Now, there are other personalities that I feel it is incumbent upon me to express appreciation for the part they played also - namely, the two secretaries: Miss Ellen Upshaw and Miss Muriel Bourne, who worked assiduously on the reproduction and typing of all the paraphernalia and documents necessary for this great convention. I want to say that had I an inkling concerning the volume of work involved in this particular convention we would have hired another girl, but these two have worked overtime. My own secretary gave up the Fashion Show so that she could continue assiduously to fulfill her duties to the organization. Now, you know, when you get a lady, a female, to turn her back on a professional fashion show and go to the office and pound out stencils on a typewriter and work for the convention at night, she must be dedicated, and I want to pay tribute to Miss Upshaw and Miss Bourne for the fine work they have done.

Then, too, I feel that as Vice-Chairman of this Committee I ought to express appreciation to the management of the Queen's Hotel for the fine considerations extended to us throughout this week. I am going to let you in on a secret. Last Sunday, it was my pleasure to be Chairman of the Mass Meeting, and I said it was the first time (the word "first" kept being sounded out) . . . I am informed by my superiors and colleagues that, indeed, it is the first time here that we have had the accommodations such as the Salon Doré, Salon A, Salon B, Salon C, the Green Room, Salon 100, throughout the entire week of a convention, at no cost to the Brotherhood of Sleeping Car Porters! And that, and other considerations which have been made by the staff of the Hotel, they have worked well (we are going to compensate them and, we hope, satisfactorily to them) but I wanted you to know these things.

Now, too much cannot be said in the sense of gratitude and appreciation to the fine organized work and contribution made by Mr. Maxwell Flood, Publicity Director of the International Railway Unions' Research Bureau here in Montreal. All of the publicity, the press conference that Brother Randolph held here the other day, when he went "live" on the CBC, all that you have heard on the radio, all that you have read, it wasn't the Convention Committee that did that, or caused that to be organized. All that I did was to call Max up, and say: "Max, we're having a convention in a couple of months," and he said, "Arthur, I'll be in your office in due course." He came in and said, "Just give me the particulars," and he mapped it all out and I feel we ought to (though in absentia) give him a round of applause. (Applause)

Now, Mr. Chairman and Fellow Delegates, the announcements which I have will be of great interest, some of them, to nearly every delegate, because since I got in here yesterday (and, particularly, today which is the day that several are leaving) I have been deluged with the question: "How much liquor can we take back?" Well, now, we have contacted the Government Liquor Commission and are advised that once you stay here longer than forty-eight hours you can take back, if you care, five fifths and three quarts per individual. I thought you'd be happy to hear that.

Now, concerning departure time of trains, this is important. I'm sure you want to know about this. Those who plan to leave on The Washingtonian, tonight or tomorrow, The Washingtonian leaves Central Station at 8:35 PM DST. Those who plan to leave tonight on the Delaware & Hudson, out of Windsor Station, C.P.R., the D & H leaves at 10:10 PM DST, and arrives in New York at 7:30 AM. Those who plan to leave on the Delaware & Hudson leaving tomorrow morning at 10:50, will arrive, if the train is on time, will arrive at New York at 8:05 PM.

I want to announce that the Canadian delegation is requested to meet in the Green Room immediately upon adjournment of the convention for the conference with given International officials, as desired by them.

Reports of the Train and Chair Car Porters Committee and the report of the Committee on Organization and Education are in the process of being stencilled and should be available to each and every delegate around 4:00 PM this afternoon.

The Train and Chair Car Porters' stencils are ready, the report is ready and will be passed out. The Organization and Education Committee

Report, I expect that that will be available by four o'clock at the latest; it ought to be here by three, we just sent it out to the Gestetner people.

In conclusion, Mr. Chairman and Fellow Delegates, permit me, and indulge me, to just recite what I recite quite often in every Division that I visit. In every Division that I visit I usually close with a little verse. I don't use the same poetry or verse every time, but today I want to leave this with the delegates. We've heard about morale and all the rest of it, and so on. I think that if you'll take this advice and try to do what it says we will build a bigger and better Brotherhood of Sleeping Car Porters which will be impregnable, and the morale will never be again in question, and the two little verses go like this:

"A house cannot kick while pulling,
that thought I merely mention
And he cannot pull while kicking
which is my chief contention."

"Let's imitate the good old horse
and do a job that's fitting,
Let's pull an honest load
And then there'll be no time for kicking."

God bless you all!

(Applause)

BROTHER H. DOYLE: Mr. Chairman, I just want to say in regard to the entertainment, I think it would be wise to mention that Brother Bennie Smith is the Chairman and, by all means, I would like to have him included in this vote of thanks as one of the splendid hosts who have made it so nice for the delegates from the United States and the Dominion of Canada. I think he, with Brother Blanchette, played a big part in it and I think we should include Brother Bennie Smith in that vote.

PRESIDENT RANDOLPH: The Chair so rules.

VICE-PRESIDENT BENNIE SMITH: Well, I appreciate very much the remarks of the delegate from Denver and I want to say that, if you recall, at our last convention in Chicago I went on record, was responsible for bringing this convention to Montreal. You all remember the convention that we had in Detroit in 1948 (and those of you who attended said it was one of the best conventions that you had ever gone to.)

I don't think you've been disappointed in this one, and we could not have had the success in this convention here had it not been for the committeemen and my co-worker, Brother Blanchette, here in Montreal, and also the President of the Ladies Auxiliary. They worked diligently, and everything was done that was possible to make this convention a great success.

The only thing that we want to apologize for . . . those of you who did attend our soiree, I want to apologize to some of the ladies for the show they put on. We did not know the type of show it was going to be but, nevertheless, we are all grown and most of us are married, and that's the only error that we made.

So, again, I want to thank all the co-workers, the delegates and the Committeemen here in Montreal, and Brother Blanchette, who worked so diligently and made it a success. Thank you.

VICE-PRESIDENT WEBSTER: The Executive Board will meet immediately upon adjournment of this convention to hold our post-convention meeting in the Green Room.

PRESIDENT RANDOLPH: Now, the final matter before the convention - where shall we meet next time?

BROTHER B. F. McLAURIN: Mr. Chairman, Fellow Delegates: In view of the hour and in view of the fact that we were supposed to adjourn at twelve-thirty, and in view of the fact that the next convention will be in the Eastern Zone, I wish to make a motion that the question be turned over to the International Executive Board for final consideration.

. . . . Motion seconded by Brother C. L. Dellums.

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the question as to the next convention city be turned over to the International Executive Board. All in favor make it known by saying "aye"; contrary say "no." The "ayes" have it and so it is ordered.

Sister Braxton, will you come forward? Sister Braxton is the President of the Ladies Auxiliary of Montreal and we want to introduce her to the convention.

SISTER EVELYN BRAXTON: Mr. President, International Officers and Delegates: On behalf of the Ladies Auxiliary of Montreal, we just want to tell you how happy we have been to have you with us.

It has been a struggle during the last six years to hold our Auxiliary together but, throughout all the difficulties, we had one purpose, one aim, and that was to have the convention in Montreal. So, it has filled my heart to see all the happy ladies and our Brotherhood men. It has given me new courage to go out and fight even stronger. There is much freedom in Montreal and we can live anywhere in the city we choose, but I want to see our boys and girls working in the hotels, in the restaurants and stores. There is much to be done, but I want you to know you have inspired me and I feel our work has not been vain. I wish you Bon Voyage; it has been wonderful!

PRESIDENT RANDOLPH: Thank you, Sister Braxton.
As International President of the Brotherhood of Sleeping Car Porters, I now declare this convention adjourned sine die.